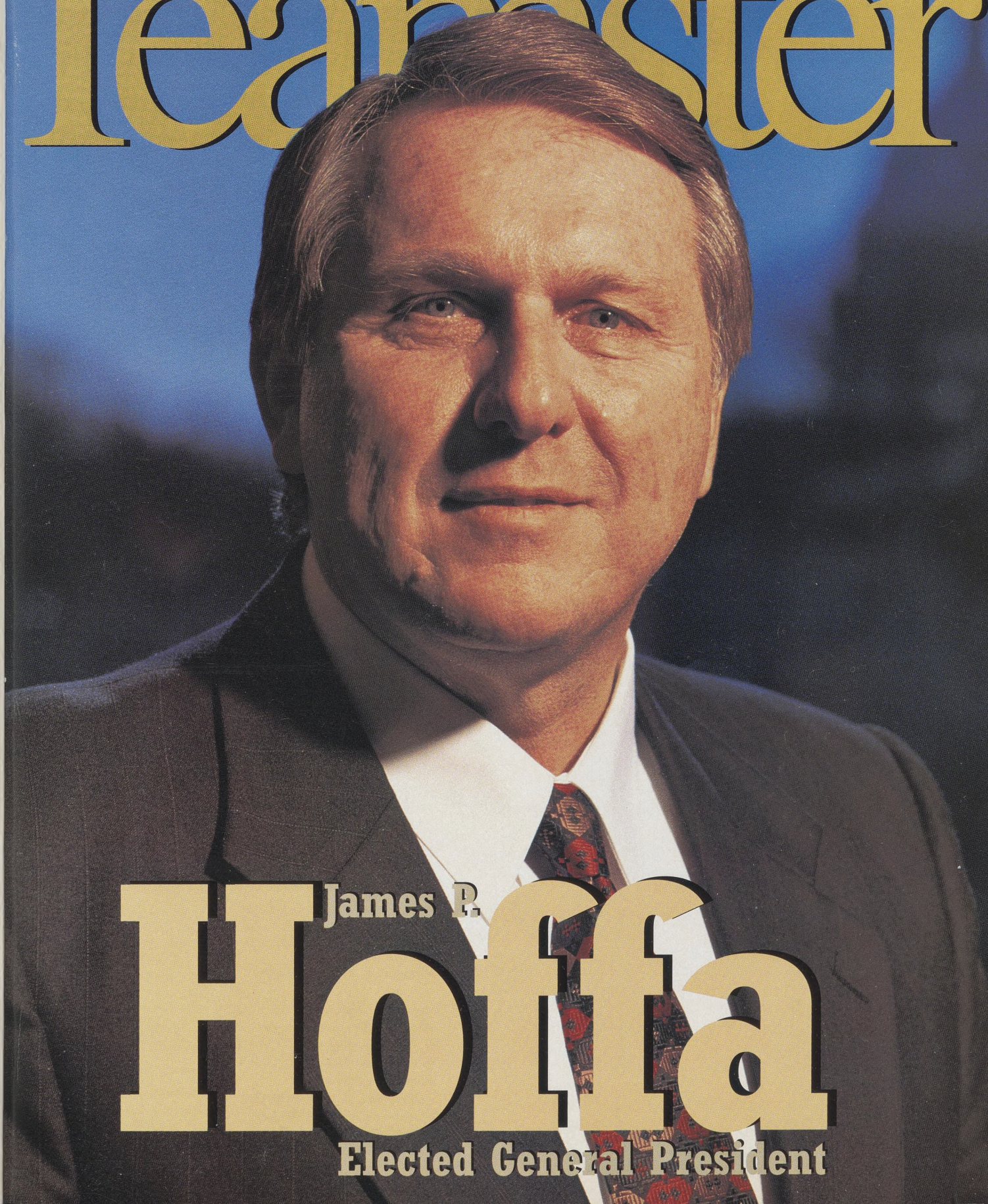


APRIL 1999



Teamster



James R.
Hoffa
Elected General President

Call for Unity

I have been a Teamster member for more than 20 years. I work for UPS as a package driver.

The Teamsters have elected new leadership. It wasn't the LEADERS who elected the LEADERSHIP, it was us — the rank-and-file members. Now that WE have elected our new leadership in a democratic manner, it is our responsibility — as members — to support, assist and seek direction from those we elected.

We as members can expedite the Teamsters 'recovery' by simply saying, "I am going to give the new leadership a chance, regardless of how I voted, I'll set aside my emotions and work to bring unity, strength and pride back to the International Brotherhood of Teamsters."

General President-elect Hoffa promised to lead us with a call for unity. I ask each and every one of my brothers and sisters to answer that call. Let's all offer our help in returning the Teamsters to the greatest, strongest, most powerful voice for working men and women in the world.

Mary Counts
Local Union 696
Topeka, Kansas

Newspaper Strike

I would like to remind everyone that media giants Knight-Ridder and Gannett are waging war against all working class people.

They would strip all benefits, cut wages and even outlaw labor unions.

In Detroit, they have devastated our Teamster Local 372 with their dirty underhanded tactics.

They have refused to bargain for three years at Detroit Newspapers which they are partners in.

They have also tied up the pensions of many 25-year men at these newspapers.

So I'm asking all true union people to stop buying the newspapers that these rogue companies publish until the people at Detroit Newspapers are made whole. "USA Today" no way!

John C. Winfield
Local Union 372
Detroit, Michigan

Harness The Power

After the civil war, Abe Lincoln told the nation to "turn your swords into plowshares," which is what we Teamsters need to do today. It is time for all of the rank and file to pull together like a team of horses. It doesn't matter if our horses are black, white or brown, if they are male or female, young or old - when we all pull together, we can harness our energy to achieve greatness. We can plow any field and harvest all the crops needed to improve the lives of working families.

Now that we've harnessed a new president and executive board, let's slap on those reins and get on with our future!

Paul Renaud (retired)
Local Union 682
Lake Saint Louis, Missouri

Team in Teamsters

Jim Hoffa's victory in the re-run election is the beginning of the end to the Teamsters' internal war. The rank-and-file membership overwhelmingly elected the Hoffa Unity Slate.

We should be proud of our accomplishments and put aside our differences now. All Teamsters should pull together and contribute to restore our union. We should give our elected leadership the time, effort and resources necessary for change.

In a show of unity during

the UPS strike, part-timers, delivery drivers, feeder drivers and pilots, took on the largest transportation company in the world. This is the kind of effort it will take from all Teamsters to make our union strong again.

It is time to put the TEAM back into Teamsters.

Arden "Art" D'Amico
Local Union 639
Washington, D.C.

Togetherhness

Listen, brothers and sisters — we are doing what management wants us to do — "divide" ourselves. And believe me we are doing a good job.

"I hate Yellow drivers, they are taking our freight away," or "I hate a Roadway driver he's taking my freight!"

Wake up to the real world. The old saying is "united we stand, divided we fall." Well, you better get your pillows out because we brothers and sisters are in for one bad fall.

But we can turn this around by realizing it's not the driver in the other Teamster truck, but management of the different companies. Pay attention to what's going on behind those windows.

Management lets some people get by with some things that you can't. That causes dissension and they love it.

Think of how many times you have sat and had a beer or coffee or a meal with a driver from another company. They were nice people just like you

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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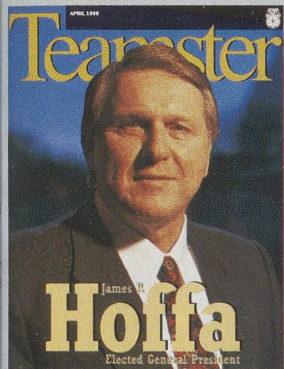
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LANDSLIDE VICTORY DELIVERS MANDATE TO UNIFY UNION

James P. Hoffa Elected Teamsters President

The votes are in, and it's a landslide, according to the media.

The members responded to James P. Hoffa's grassroots campaign by issuing him a mandate to unify the Teamsters union.

"We have an exciting opportunity to pull the Teamsters union together and to end the internal fighting that has been so costly to the members," said President Hoffa. "It is time for everyone in the union to lay down their political swords and to get on with the work of the members. We must win good contracts, clean up the union and put the International union on a course to fiscal stability."

President Hoffa won with 55 percent of the ballots cast in the December rerun election. He outdistanced Tom Leedham by more than 54,000 votes. Leedham finished with 39 percent while John Metz trailed with 6 percent.

The candidates running on the Hoffa slate swept to victory in the Teamsters' East, West and South regions, winning 19 of the 21 open seats on the union's executive board.

They will join the five vice presidents from the union's Central region who were elected from the Hoffa slate in the 1996 vote. The Central region vice presidents did not have to run for office again because they had no part in the wrongdoing that triggered the rerun election.

The Election Officer for the Teamsters union overturned the results of the 1996 vote when Hoffa supporters uncovered evidence of a scheme to funnel dues money into the campaign of former president Ron Carey. Carey was later barred from running in the 1998 vote because of his involvement in the scheme.

"The union must move forward," said Hoffa. "I am extending an olive branch to all members and to all segments of our union. My goal is to build Teamster power by unifying all members behind the union's policies and programs to improve workers' lives."

"Working together, we can win better contracts, organize new members and clean up the union."



Jim Hoffa crisscrossed North America with a grass-roots campaign appealing to Teamster members' desire to reunite the union. Shown above, members prepare for a rally in Boston, Mass. This scene was repeated many times during the campaign. The members built a tide of support that swept Hoffa slate candidates to victory in 19 of the 21 open seats.

Teamster Magazine Interview With



Jim Hoffa

Q How do you account for your convincing election victory? Why do you think you won?

A Our campaign went to the rank and file with a simple message: unify our union, restore its financial integrity, and return it to greatness. We pledged to end the corruption at the International, stop deficit spending, start aggressive organizing campaigns and cut the fat while keeping the muscle. Obviously, that is what the members want and what we intend to deliver.

Q This was a hotly contested election with a lot of negative attacks against you and your slate. How will you heal the

rifts and reunite the rank and file behind you?

A We have already begun the process of unifying our union. Our campaign won over officers and members in key areas that were against us in 1996, such as New York, Pennsylvania, and California. The members gave us a clear mandate: they want us to end the civil war in the Teamsters. They want the union's officers to stop fighting each other, roll up their sleeves and go to work on behalf of all Teamsters. It is time to start healing the wounds and that process is well under way.

Q The IBT's finances are in shambles. The Teamster treasury has fallen from

\$154 million to \$1 million in the last seven years. Where did the money go?

A That's a question we intend to find the answer to. Actually, far more dues money is involved. The union has a yearly income of more than \$80 million. When you add this to the \$154 million decline in assets, about \$700 million of the members' dues was spent by the previous administration. We know that too much went to bloated payrolls and far-out political schemes that didn't benefit the membership. Moreover, at least \$1 million was illegally used by the Carey slate in the 1996 election. I will not compromise on my pledge to do everything possible to recover these funds. We intend to file a lawsuit

against Ron Carey and others that participated in looting our treasury. We have only seen the tip of the iceberg regarding this embezzlement scandal.

Q Explain some of your ideas for putting the Teamsters financial house in order.

A I plan to work with General Secretary Treasurer Tom Keegel to ensure that the Teamsters will have a balanced budget in the first year of our administration. Employees hired by the Carey administration who were not actually doing their jobs will be dropped from the payroll and, from now on, Teamster paychecks will go only to staff who work hard for the members. We intend to cut the fat and keep the muscle — and do this without any dues increase.

Q Critics warn that under your leadership, the Teamsters will revert to an undemocratic union. How do you respond to this charge?

A It's nonsense. The Hoffa slate is totally committed to the direct election of union officers and the principle of "one man, one vote." Without direct election of officers, I would have never had a chance to run for General President. We will never return to the previous system of elections.

Q Big Business says that critics of NAFTA are overstating the job losses associated with the free trade law. What is your position?

A NAFTA was a huge mistake that put far too many American jobs on the fast track across the Rio Grande into Mexico. It has been destructive to our standard of living because it put us in a race to the bottom by asking American workers to compete with people who will work for \$8 a day in Mexico. NAFTA is an invitation to corporations to move plants from the United States to Mexico for greater savings and profits. Well, I believe we have to keep good jobs in this country. I should also

point out that a recent study by the Department of Transportation revealed that Mexican trucks are completely unsafe. NAFTA opens the door for Mexican trucks to run anywhere on our highways in the year 2000. I don't think Americans are going to tolerate having these trucks, with unsafe equipment and dangerous cargo, on our highways. This will also lead to layoffs of thousands of American truck drivers who work hard and play by the rules. We cannot allow the Clinton administration to open our borders to these unsafe trucks.

Q Your election has fueled speculation that the Teamsters will tilt more toward the Republican Party and away from the Democrats. Will we see a truly bipartisan union?

A I have articulated this goal ever since I began running. The Teamsters union can not be taken for granted by either party anymore. We will support those who endorse an agenda that helps working families have better lives, regardless of party affiliation.

Q The Teamsters' strike against UPS was viewed by most observers as a win for the union. How will you approach labor management relations?

A I will take a militant approach in contract negotiations and we will continue to involve the membership in their contract battles. Teamster negotiators will fight to win the best possible contracts to give our members what they need and want. We are already drawing up plans for the important carhaul agreement and are preparing for it as if we were going to war.

Q Suppose your father was here today. What advice would he give you to lead the IBT into the next millennium?

A My father always said one thing "TRUST THE MEMBERS." I trust the members and their

infinite wisdom. They are tired of the rhetoric, personal attacks, and name calling. The members put us in office because they want to belong to a union that works hard for them, one they can be proud of. When they pay their dues they expect a strong union that fights for them. My father would be proud to see me restore the members' confidence in their leadership as I take this strong, proud union into the next century.



What's next for



Jim Hoffa and I go back many years. He has always said that our best days lie ahead; that the Teamster Union's potential is unlimited.

As Jimmy Hoffa's son, he grew up training for this job.

Jim is the leader we need to restore our organization to the largest, most powerful union in the free world.

— LARRY BALDWIN, LOCAL 299
DETROIT, MICHIGAN

"Local 237 has always fought hard to make sure that the members get the best representation and leadership possible. With the election of Jimmy Hoffa as General President, we are certain we have a leader who is committed to building a stronger, healthier and united International union that recognizes the growing number of women in the workplace.

— EUNICE RODRIQUEZ, LOCAL 237
NEW YORK CITY



Jim Hoffa began healing our union during the campaign and won't stop until the "brotherhood" is back in the International Brotherhood of Teamsters. His strength of character will not permit him to hold grudges. Jim has always said that when we stand united, we stand strong.

— STEPHEN BROMLEY,
LOCAL 111 NEW YORK CITY



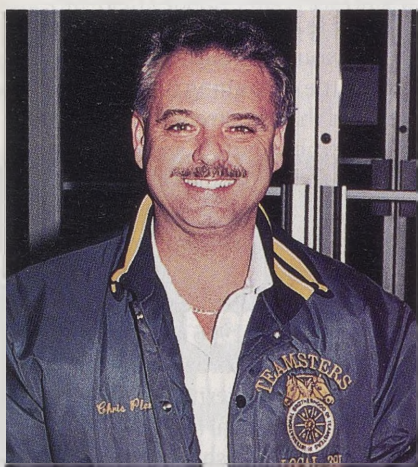
I am excited about Jim Hoffa's election as president because he is committed to organizing. I want to help Hoffa and his team get down to the serious work of organizing the nonunion companies that compete for Teamster work. If we want to keep good Teamster jobs, it is absolutely essential that every member volunteer to organize new members.

— FERNANDO MORALES, LOCAL 63
LOS ANGELES, CALIFORNIA



the union?

Teamsters speak out...



We work hard at UPS and pay our dues to the union. We expect our leaders to use the money in the right way—in the best interest of the members. I will never forget how disgusted Jim Hoffa was when he learned that Carey's campaign used the members' dues money illegally. I'm also not going to forget his courage to expose their criminal actions. History will show Jim Hoffa as the TRUE reformer of the Teamsters Union.

— CHRIS PLEMMONS, LOCAL 391
GREENSBORO, NORTH CAROLINA

Jim Hoffa knows that the International union must live within its means. It is terrible that the last administration took over a wealthy union and left it broke. Jim will restore our Union's finances and deliver on his campaign pledge to balance the IBT budget with NO dues increase.

— LARRY HAKE, LOCAL 41
KANSAS CITY, MISSOURI



We're glad that Jim Hoffa has been elected General President of the Teamsters union. Jim understands that the Teamsters strike fund is what gives us power in contract negotiations. The fund gives us the strength to stand up for ourselves, our families and our futures. Restoring the

fund is the first step in restoring power to our Union.

—MILTON LEWIS
LOCAL 70
SAN FRANCISCO,
CALIFORNIA



Jim Hoffa shares his father's passion for improving the lives of working people.

He is outraged that many workers are not reaping the benefits of our current economic prosperity. Jim will never settle for concessionary contracts that make Teamsters second class citizens, he will fight for strong

Teamster contracts.

—CHUCK
BARRETT, LOCAL
745 DALLAS,
TEXAS





Financial Free Fall

The graph shows that the International union's assets tumbled from \$154 million in 1991 to about \$1 million today. With the union spiraling into bankruptcy the Carey administration failed to cut spending and live within a budget. Instead, Carey tried to raise dues 25 percent—a proposal that the members voted down by a three-to-one margin.

WHERE DID YOUR DUES GO?

handling of the members' dues," Keegel concluded. "I pledge to the members that I will keep them informed about where the union stands financially and how their dues are being spent. This is the only way that the members can gain confidence that the union is providing the best service possible for their dues money."

A former driver for Sterling Cartage, Keegel's skills as

a dues manager were honed as a local union officer in the Minneapolis-St. Paul area. He currently serves as president of Local 120. Keegel has also built an area pension fund from \$3 million in assets to a \$150 million powerhouse for Teamster retirees.

The pension now offers a top benefit of \$45,000 per year and excellent health coverage at no cost to the retirees.

"One of Keegel's key reforms is to give the members regular updates on the union's financial condition."



At-Large Vice Presidents

The following pages offer biographies and photos of the vice presidents and trustees elected by Teamsters members in the 1998 rerun election.

These new General Executive Board members will join the vice-presidents from the union's Central Region who were elected from the Hoffa slate in the 1996 election. Vice Presidents Patrick W. Flynn, Walter Lytle, Dotty Malinsky, Lester A. Singer and Phillip E. Young were not required to run for re-election.

Also serving on the union's General Executive Board is Canadian Vice President Louis LaCroix, who was elected by acclamation at the union's 1996 Convention and was not required to run for re-election.

In addition, Larry MacDonald and Joseph McLean continue to serve as Canadian Vice Presidents.



Randy Cammack

Vice President At Large

Teamster Goals

We must get the union's financial house in order by balancing the budget and living within our means. I will work hard for a strong and financially secure union. Teamster members deserve the highest quality representation whether it is in contract negotiations, in grievance procedures, or in the halls of Congress. I am proud to be part of Jim Hoffa's team because I want to help reunify our great union, and I am confident that we will rebuild the union into the powerhouse it once was. Working together, we will succeed.

Teamster Career Highlights

- ▶ Secretary-Treasurer of the 14,000-member Local 63 and President of the 47,000-member Joint Council 92 in southern California
- ▶ Member, UPS National Negotiating and UPS National Grievance committees
- ▶ Served on the National Master Freight Negotiating Committee, the Rock and Sand Health and Welfare Trust, and the Western Conference of Teamsters Supplemental Pension Trust
- ▶ Member, AFL-CIO Organizing Task Force



Fred Gegare

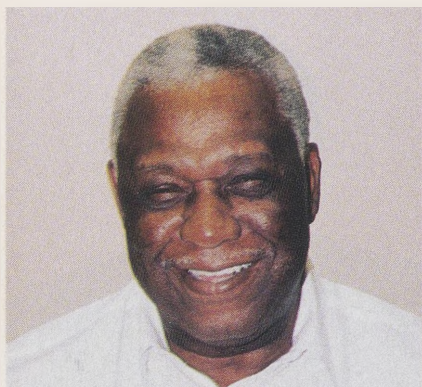
Vice President at Large

Teamster Goals

My goal is a sound and financially stable International Union. In my role as national Dairy Director I have met many Teamsters in the U.S. and Canada. I made sure that the Policy Committee of the Dairy Division was composed of experienced and proven leaders. After all, the membership deserves the best representation for their dues. I strongly believe Jim Hoffa will bring professionalism and unity back to the Teamsters. Our slate has the experience and proven leadership to bring the Teamsters union into the next century.

Teamster Career Highlights

- ▶ Teamster since 1972, steward for five years, officer for 22 years
- ▶ Fought in negotiations to set and maintain high union standards for the members in all industries
- ▶ Won many arbitration awards for members with backpay and job reinstatement
- ▶ National Dairy Director for the Teamsters union since 1989
- ▶ President of Joint Council 39, covering 40,000 members and 20,000 retirees in Wisconsin



Chester Glanton

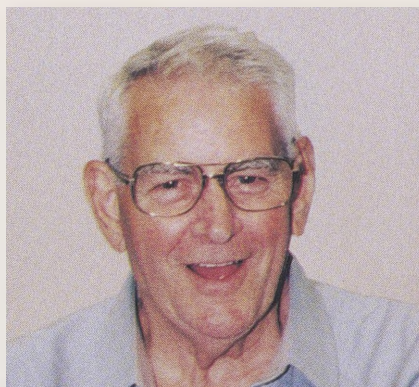
Vice President at Large

Teamster Goals

I love the Teamsters union and I am deeply committed to serving the interests of all the members. My goal is to return the Teamsters union to its rightful position as a leader in the world of labor. I also want to help heal the wounds created by our current division. I am confident that the members can achieve these goals with strong and effective leaders working for the good of all.

Teamster Career Highlights

- ▶ President, Local 743, Chicago
- ▶ Shop steward for 15 years
- ▶ Contract negotiator and advocate for members with grievances
- ▶ Local 743 Trustee, Director of Organizing and Business Agent
- ▶ Negotiated contracts with University of Chicago, University of Chicago Hospitals, ARAMARK, Sun Chemical, Bagcraft, Tri-Pack, and Blue Cross/Blue Shield
- ▶ Trustee of Local 743's Health and Welfare Fund, Pension Fund, and Severance Annuity Fund
- ▶ Member of the Teamsters National Black Caucus and Coalition of Black Trade Unionists



Thomas R. O'Donnell

Vice President at Large

Teamster Goals

As a vice president of the International union, I will do everything in my power to support my fellow officers in their efforts to forge a stronger union. Our growth will be predicated on our reputation for serving our members and bettering their quality of life both on and off the job.

Teamster Career Highlights

- ▶ President, Theatrical Teamsters Local 817, New York City for the last 38 years
- ▶ Director, Motion Picture and Theatrical Trade Division of the Teamsters from 1989 to 1994
- ▶ Local 817 provides a scholarship, won in contract talks, that provides a free education to any member's child attending an accredited university or college
- ▶ Served on the Mayor's Advisory Board for Film, Television and Theatre
- ▶ Founding member, Council of Motion Picture and Television Unions
- ▶ Elected Vice President, League of Senior Voters, 1996
- ▶ Named Entertainment Man of the Year for 1998 by the Theatrical Mutual Association



Ralph J. Taurone

Vice President at Large

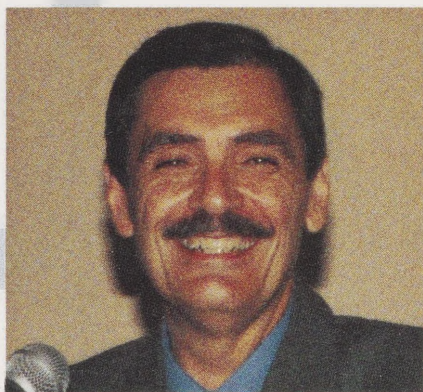
Teamster Goals

Those of us who know the benefits of Teamster contracts today owe much to the courageous and tenacious trade unionists that built our union. Due to their efforts we can enjoy fair wages, benefits, and dignity on the job. I will work to protect and preserve the structure of our Constitution, which is, in part, responsible for our once being the largest and most powerful union in the world. Working together, we can rebuild the union.

Teamster Career Highlights

- ▶ Union Steward, Business Representative, President and Secretary-Treasurer of Local 222, Salt Lake City, Utah
- ▶ President, Joint Council 3
- ▶ Chairman, Western Region Change of Operations Committee and the Over-the-Road freight committees
- ▶ Involved in National Master Freight and National Master Automobile Transport negotiations
- ▶ Negotiated Local contracts in Bakery, Dairy, Construction, Sand and Gravel, and Warehousing
- ▶ Appointed by the governor to the Labor Recodification Committee for the state of Utah.

Eastern Vice Presidents



Jack Cipriani

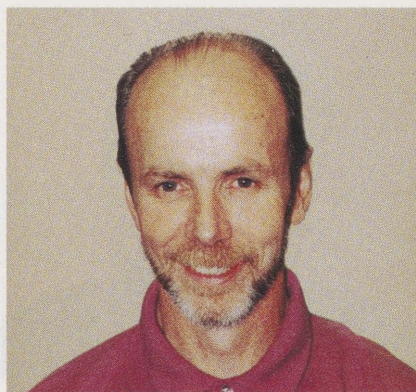
Eastern Region Vice President

Teamster Goals

As vice president, my top priorities will be organizing and political action. I will focus on building our DRIVE fund into a powerful political warchest. We must have the resources to help lawmakers from both parties who support an agenda to improve the lives of working families. I also want to help build an aggressive organizing program, especially in hostile right-to-work (for less) states. I look forward to harnessing the power of a united Teamsters union to win strong contracts for our members and their families.

Teamster Career Highlights

- ▶ As president of Local 391 in Greensboro, North Carolina: increased organizing budget sevenfold; expanded membership through aggressive organizing; cut expenses by \$10,000 per month; built a \$2.7 million strike fund
- ▶ Saved 200 Teamster jobs by showing management how it could profit by training workers to do skilled labor instead of letting them go when the plant was sold; persuaded the governor to pay for the training.



John Murphy

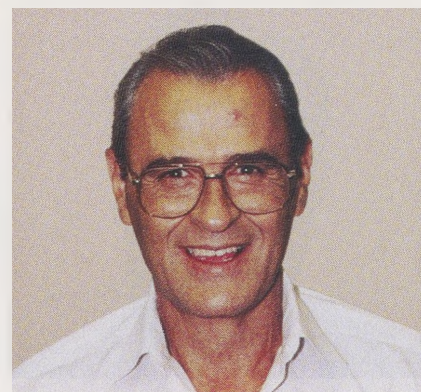
Eastern Region Vice President

Teamster Goals

As the director of the union's organizing department, I will build a program that will put the Teamsters on a path to sustained growth. Organizing is critically important to all Teamsters because adding more members means more strength and better contracts. I encourage all members to get involved in the union's organizing and I will provide opportunities for training in the latest techniques for winning campaigns. I also want to help Jim Hoffa clean up our union. The recent misuse of dues money by the Carey administration has hurt us in organizing campaigns. If the Teamsters union is going to grow, workers must know that we are cleaning up the union.

Teamster Career Highlights

- ▶ Secretary-Treasurer, Local 122 Boston, Massachusetts
- ▶ Vice President, Massachusetts AFL-CIO
- ▶ Commissioner for the U.S. Department of Labor's Commission for Industries in American Samoa
- ▶ Former Executive Assistant to the General President of the International Brotherhood of Teamsters



Dan De Santi

Eastern Region Vice President

Teamster Goals

I want to see the Teamsters union restored to the strongest union in the world. This includes having realistic strike benefits, democratic practices, local union autonomy, and financial accountability. We have a real opportunity to restore Teamster power — and to do what is right for the members. It's our chance to make justice and democracy triumph over strong-armed dictatorship.

Teamster Career Highlights

- ▶ 1965 - Driver for Lombard Brothers Trucking Company in Elizabeth, New Jersey
- ▶ 1974 - Elected Shop Steward
- ▶ 1982 - Elected as a Trustee of Local 701
- ▶ 1989 - Elected Vice President of Local 701
- ▶ 1991 - Elected Secretary-Treasurer of Local 701
- ▶ 1992 - 1999 Elected President of Local 701
- ▶ Secretary-Treasurer of Joint Council 73
- ▶ Local 701 has the best pension plan in the nation; members can retire after 20 years of service with a lifetime benefit of \$5,500 per month at any age



Richard Volpe

Eastern Region Vice President

Teamster Goals

I have always believed that the union must place the interests of the members above all else. As a vice president, I will work to make sure that union stays focused on the needs of the members and their families. I place a very high value on the members' involvement in the union. Whether it is attending meetings, voting in elections, or joining in efforts to win better contracts, I will always work hard to encourage Teamster members to be activists in their union. With active members and committed leaders working together, we can put the Teamsters back on the path of growth and greater power.

Teamster Career Highlights

- ▶ Shop Steward 1967 - 1975
- ▶ Secretary-Treasurer, Local 550, New York City, 1976-1999
- ▶ Vice Chairman and Secretary-Treasurer of the union's 80,000 member Bakery Conference of the USA and Canada
- ▶ Chief negotiator for bakery contracts in the New York City area

Southern Vice President



Ken Wood

Southern Region Vice President

Teamster Goals

I was raised by hard-working parents and have lived my life respecting other peoples' rights as well as their word. I have applied these principles and values in my everyday dealings with the membership and will continue to apply them in my new position as vice president. It is important to live life making honest and fair decisions. I will continue to work hard to build better lives for Teamster families. Most importantly, I will work to build stronger unity in the union. This is essential to achieving our goals.

Teamster Career Highlights

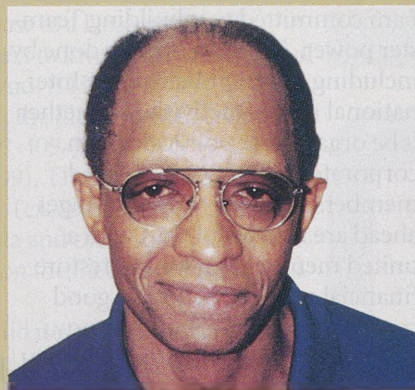
- ▶ President, Teamsters Local 79, Tampa, Florida
- ▶ Secretary-Treasurer, Georgia-Florida Conference of Teamsters
- ▶ Member, National Grievance and Negotiating Committees
- ▶ Secretary, Southern Region Area Parcel Grievance Committee
- ▶ Vice-President, Brewery and Soft Drink Workers Conference
- ▶ Member, Job Steward, Trustee, Recording Secretary, Secretary-Treasurer, and President/Business Manager of Local 79
- ▶ Secretary-Treasurer, Georgia-Florida Conference of Teamsters

Trustees



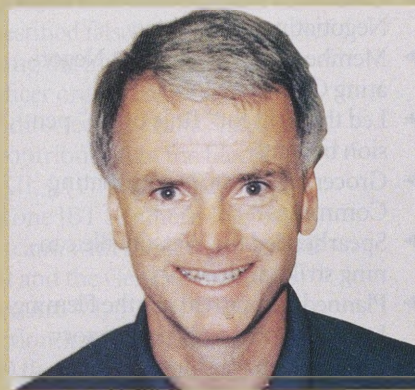
José E. Cadiz

Local 901
Santurce, Puerto Rico



Ron McClain

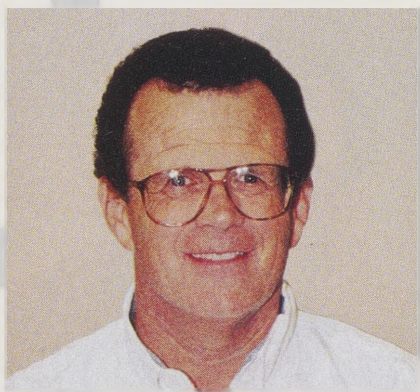
Local 147
Des Moines, IA



John Steger

Local 639
Washington, DC

Western Vice Presidents



Chuck Mack

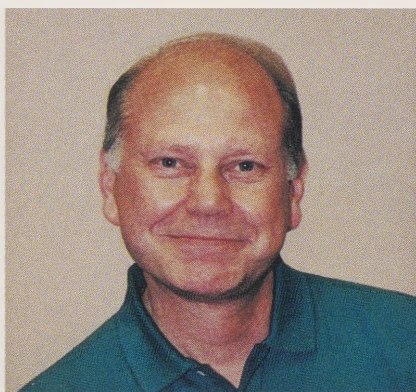
Vice President Western Region

Teamster Goals

As a Western Region Vice President, I am committed to rebuilding Teamster power. This can only be done by including our members in the International union's activities. Whether it be organizing, political action, corporate campaigns – we need members involved. The challenges ahead are formidable but with a united membership we can restore financial stability, negotiate good contracts, organize, build community support and, with that, Teamster power.

Teamster Career Highlights

- ▶ Officer and President for more than 20 years of Local 70 and Joint Council 7, San Francisco, California
- ▶ Chairman, Joint Council #7 Freight Negotiating Committee
- ▶ Member, National Freight Negotiating Committee
- ▶ Led the fight for "Rule of 80" pension benefits
- ▶ Grocery chain store Negotiating Committee
- ▶ Spearheaded the Watsonville canning strike and victory
- ▶ Planned and carried out the Fleming Foods national strike and victory
- ▶ Brought Safeway Stores to their knees and saved 800 jobs
- ▶ Committed to empowering women and minorities within our union



Jon L. Rabine

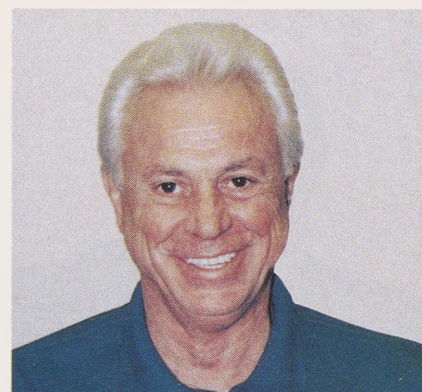
Western Region Vice President

Teamster Goals

I am committed to restoring Teamster unity, strength and financial stability. To achieve these goals, we must build the union's power in a variety of areas. First, it is important to organize. We also need to retain qualified, experienced Teamsters to direct all contract negotiations. I am a firm advocate of local union autonomy and I want to re-establish a meaningful strike benefit with reasonable eligibility rules. Once we restore the pride and power of the union, we can return the Teamsters to our rightful place as leaders in the labor movement.

Teamster Career Highlights

- ▶ Vice President, Business Agent, and Secretary-Treasurer, Teamsters Local 763, in Seattle, Washington
- ▶ President and Chief Negotiator, Lake Washington School District bargaining council
- ▶ Vice President, Seattle Teamsters Building Association
- ▶ President, Seattle Teamsters Credit Union
- ▶ Trustee, Secretary-Treasurer, and President, Teamsters Joint Council 28
- ▶ Chairman, Washington Teamsters Welfare Trust
- ▶ Trustee Western Conference of Teamsters Pension Trust



Jim Santangelo

Western Region Vice President

Teamster Goals

I bring years of experience to the Hoffa team and my top priority is the membership. In the Western Region there has been no communication between the vice presidents and the membership. My experience and knowledge are deeply rooted in the experiences and knowledge of my members, and I believe that there is nothing more important in this union than the members. The most promising feature of Jim Hoffa's team is the years of experience that his slate brings to work for the members. These trade unionists offer the finest talent available to the members. I am confident that we can get the union moving in the right direction.

Teamster Career Highlights

- ▶ Teamster union official for 27 years
- ▶ Secretary-Treasurer, Local 848
- ▶ President, Teamsters Joint Council 42
- ▶ Negotiated Master Food, Institutional, Grocery, Liquor, and Soft Drink Contracts
- ▶ Obtained major back pay awards and returned members to work with full seniority and benefits.

REPORT ON THE CERTIFICATION OF THE INTERNATIONAL OFFICER RERUN ELECTION

This is the Election Officer's report on the counting of ballots and certification of results for the rerun election. As of April 1, 1999, the Election Officer has certified results for all IBT International officer positions except for one Southern Region Vice-President: a rerun election will be held for that position. All certified candidates, except for Teamsters Canada Vice-Presidents, have taken office.

The Election Officer has proposed a Southern Region Rerun schedule under which ballots will be mailed in early May and will be counted in early June. IBT members in the Southern Region should check local union bulletin boards for notice of this election.

Beginning on December 3, 1998, the Election Officer counted the ballots cast by IBT members in the International Officer Rerun Election. Several IBT members and candidates were present to observe all parts of ballot storage, processing and counting. The actual ballot count ran from December 3 through December 7. The ballots were counted by locals within regions in the following order (which had previously been determined by lottery): Southern Region, Eastern Region, Western Region, Central Region and Teamsters Canada. On December 9, 1998, the Election Officer resolved challenged ballots in the Southern and Western Regions because the margins of victory for Regional Vice-Presidents in those regions were smaller than the number of challenged ballots. The Election Officer announced the results for all offices on December 9, 1998.

The Election Officer reports below on the total votes tabulated for union-wide and regional offices. The total vote winners are designated **in bold**. The results by local union will be printed by the IBT at a future time designated by the Election Officer.

The *Rules for the 1995-1996 IBT International Union Delegate and Officer Election* ("Rules"), allowed members 15 days from the announcement of the International Officer Rerun Election results to file post-election protests. *Rules*, Art. XIV, § 3(a)(2). Protests were filed, investigated, decided, and appealed to the Election Appeals Master. Hearings were held on February 8 and February 16, 1999.

The protests encompassing the greatest number of allegations were filed by Tom Leedham and the Tom Leedham Rank and File Power Slate, and by Ken Mee. A full description of the allegations and the protest ruling can be viewed and obtained through

April 30, 1999 at the IBT's website, www.teamster.org. Only the main allegations and rulings will be summarized here.

The protesters argued that the pre-election protest process did not effectively protect the fairness of the election process, and that certification of the election results should be withheld or delayed pending the completion of Independent Review Board ("IRB") investigations of disciplinary charges against members of the Hoffa Slate (Tom O'Donnell, J.D. Potter, and James Santangelo). The protesters also argued that the Election Officer should withhold or delay certification pending the IRB's response to a December 1998 request from the protesters to investigate allegations of improper conduct by James P. Hoffa.

On January 28, 1999, the Election Officer denied the protests, *DeBella*, PR-409-JC18-NYC (MGC) (January 28, 1999). The *DeBella* ruling certified the Election Results (excepting, as explained below, Teamsters Canada and the disqualification of J.D. Potter) contingent on the Election Appeals Master's rulings on appeal.

Not all winning candidates were proposed for certification or found fit for IBT International office. First, the Election Officer initiated an audit and investigation of J.D. Potter's campaign, which found that Mr. Potter had contributed \$10,000 from his personal funds to the Hoffa Slate and thus broke the Rerun Election contribution limit for candidates by \$5,000. Furthermore, the Election Officer found that Mr. Potter had provided false information about his contribution and then testified falsely to the Election Officer and the IRB during the investigation of this matter. The Election Officer ordered Mr. Potter to pay an \$11,000 fine and directed the Hoffa Slate to disgorge the improper contribution to the Election Officer. See *Rules*, Art. XII, § (1)(b)(9). The Election Officer's ruling certified one IBT Southern Region Vice-President seat as vacant, with the seat to be filled by the General President and the General Executive Board. IBT Constitution. Art. VI, § 1(a). This ruling was appealed to the Election Appeals Master.

On February 23, 1999 the Election Appeals Master affirmed the Election Officer's ruling, including the disqualification of Mr. Potter, but changed the remedy. The Election Appeals Master ordered a rerun election for one Southern Region Vice-President position. Appeals were filed with the Federal District Court in New York and, on March 19, 1999, the

Court affirmed the Election Appeals Master. That same day the Election Officer certified the results for all positions except Teamsters Canada Vice-President and one Southern Region Vice-President.

The *DeBella* ruling did not certify results for Teamsters Canada Vice-President due to a pending investigation. That investigation concluded and, on March 31, 1999, the Election Officer certified the

results subject to the right of appeal to the Election Appeals Master. *Zimmerman*, PR-429-LU987-EOH (March 31, 1999).

On February 8, 1999, the Election Officer issued a report on Field Audits of candidates and slates. The report summarized the results of 16 audits, including audits of all four candidate slates and Teamsters for a Democratic Union. With one excep-

TOTAL COUNT WITH CHALLENGES

	SOUTH	EAST	WEST	CENTRAL	CANADA	TOTAL	%
GENERAL PRESIDENT							
JIM HOFFA	14734	65196	36470	73012	6186	195598	54.52%
TOM LEEDHAM	13370	43611	28162	51769	4201	141113	39.33%
JOHN METZ	1078	7192	4776	7553	1438	22037	6.14%

GENERAL SECRETARY-TREASURER

TOM KEEGEL	13971	59951	33230	69240	5528	181920	52.06%
JOHN MCCORMICK	13200	42217	27493	51278	3961	138149	39.53%
TOM SEVER	1323	8981	5425	8501	1603	25833	7.39%
KENNETH HOLLOWELL	190	1071	750	1338	191	3540	1.01%

AT LARGE VICE-PRESIDENT (5 ARE ELECTED)

RANDY CAMMACK	14112	60869	34056	69676	5708	184421	11.70%
CHESTER GLANTON	13911	59849	32859	68950	5583	181152	11.50%
TOM O'DONNELL	14297	62546	34418	71074	5899	188234	11.95%
FRED GEGARE	13813	59649	32762	68633	5506	180365	11.45%
RALPH TAURONE	13894	60133	33202	68602	5543	181374	11.51%
WILLIE SMITH	13015	41040	26337	50189	3877	134458	8.53%
DOUG WEBBER	12939	40858	26058	50709	3798	134362	8.53%
DIANA KILMURY	13082	42756	27476	51982	4348	139644	8.86%
JOHN RIOJAS	12733	40270	26352	49038	3598	131991	8.38%
JACK COX	1326	8891	5243	8992	1681	26133	1.66%
SERGIO LOPEZ	1266	8589	6317	8119	1492	25783	1.64%
JOHN GREEN	1304	8266	5049	8991	1661	25271	1.60%
BILL BOUNDS	1242	7568	4612	8354	1486	23262	1.48%
ROBERT SPEARMAN	1032	3667	2959	3826	546	12030	.76%
C. SAM THEODUS	517	2096	1452	2803	311	7179	.46%

TRUSTEE (3 ARE ELECTED)

JOSE CADIZ	13996	60433	34119	68748	5543	182839	20.04%
RON MCCLAIN	14336	61864	34200	70905	5895	187200	20.51%
JOHN STEGER	14103	60830	33387	70109	5644	184073	20.17%
DAVE ECKSTEIN	12991	41426	26515	50504	3709	135145	14.81%
KIM SHANAHAN	13321	43209	27746	52752	4220	141248	2.66%
MEL KAHELE	1258	8137	4897	8526	1423	24241	2.66%
LANITA MILLER	1446	8735	5512	9160	1756	26609	2.92%
MARIA PEREZ	1623	10093	7183	10381	1908	31188	3.42%

SLATE LEGEND

— HOFFA UNITY SLATE

— TOM LEEDHAM

— "RANK AND FILE POWER" SLATE

— JOHN METZ SLATE

— LOUIS LACROIX
TEAM CANADA SLATE

— CANADIAN MEMBERS
ISSUES FIRST SLATE

— INDEPENDENT CANDIDATES

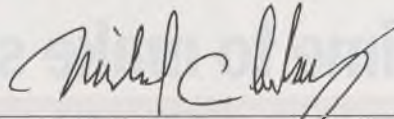
Winners in bold.

VOTE RESULTS

tion, the audited entities were able to show that they complied substantially with the campaign finance rules. Richard Volpe, the one candidate found to have substantial recordkeeping problems, was provided an opportunity to submit additional evidence to demonstrate compliance with the *Rules*. This matter remains pending.

I will report to the IBT membership as I com-

plete all activity relating to the supervision and conduct of the Rerun Election.



Michael G. Cherkasky
Election Officer

	SOUTH	EAST	WEST	CENTRAL	CANADA	TOTAL	%
SOUTHERN REGIONAL VICE-PRESIDENT (2 ARE ELECTED)							
J.D. POTTER	14106					14106	25.46%
KEN WOOD	14388					14388	25.97%
MIKE MCGOWAN	13103					13103	23.65%
DOUG MIMS	12970					12970	23.41%
AARON BELK	838					838	1.51%
EASTERN REGIONAL VICE-PRESIDENT (4 ARE ELECTED)							
JACK CIPRIANI		60625				60625	15.17%
DAN DESANTI		59941				59941	15.00%
JOHN MURPHY		61851				61851	15.48%
RICHARD VOLPE		59999				59999	15.01%
RICK DADE		40704				40704	10.19%
EDDIE KORNEGAY		40007				40007	10.01%
TOM GILMARTIN		40923				40923	10.24%
JOHN MORRIS		11810				11810	2.96%
JOE PADELLARO		8548				8548	2.14%
PATRICK DEFELICE		7721				7721	1.93%
GEORGE W. CASHMAN		7491				7491	1.87%
WESTERN REGIONAL VICE-PRESIDENT (3 ARE ELECTED)							
CHUCK MACK			34557			34557	17.84%
JON RABINE			32853			32853	16.96%
JIM SANTANGELO			33617			33617	17.36%
BOB HASEGAWA			26132			26132	13.49%
MARIA MARTINEZ			27606			27606	14.25%
KEN MEE			25642			25642	13.24%
RAUL LOPEZ			5641			5641	2.91%
MARK SHUMAR			5102			5102	2.63%
ED J. MIRELES			2512			2512	1.30%
CANADA REGIONAL VICE-PRESIDENT (2 ARE ELECTED)							
TOM BALDWIN					5501	5501	19.50%
GARNET ZIMMERMAN					5568	5568	19.74%
WAYNE MASLEN					1206	1206	4.28%
ROBERT FLETCHER					1231	1231	4.36%
JOE MCLEAN					7340	7340	26.02%
LARRY MCDONALD					7363	7363	26.10%

★ YOU PUT THEM

NOW It's time to make sure they work for you

Working Families' Agenda for the New Congress

Social Security Reform

Social Security has helped Americans for 60 years. It provides crucial benefits to 44 million Americans each month. Almost half of today's elderly would live in poverty without it.

When the "baby boomers" move from being taxpayers to being beneficiaries, the cost of Social Security will rise quickly. By the year 2030, the fund will have only 75 percent



of the money needed to pay retirees.

Proposals to address the problem include increasing Social Security taxes, reducing COLAs, raising the retirement age, and reducing benefits. But these are not acceptable solutions to America's working families.

Some lawmakers want to privatize Social Security. Workers would invest retirement funds for themselves in stocks and other financial instruments. This could subject benefits to the whims of the stock market—obviously a risky alternative in an up and down market.

This is a very complex issue with a big impact on Teamster members and retirees. While we work for long-term solutions we must protect the integrity of the Social Security program, assuring no increase in taxes or the retirement age, and no decrease in benefits or cost of living adjustments.

Social Security reform will be the most important issue facing working families for the remainder of this century. **It affects everyone.** The union

wants to know your views — give us your opinion so we can take *your* message to Congress.

email: IBTCOMM@aol.com

write: Legislative Department, International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington, D.C. 20001

NAFTA Cross-Border Trucking

Mexican trucks are unsafe. Teamster members played a big role in fighting to keep them off our nation's highways. Mexican trucks can run in a narrow strip in the border states of California, Arizona, Texas and New Mexico. But, the system to inspect these trucks is inadequate.



A scathing audit report issued by the Department of Transportation says that "far too few trucks are being inspected at the U.S.-Mexican border, and that too few inspected trucks comply with U.S. standards."

Teamster members should work to educate every member of Congress about the potential dangers of Mexican trucks traveling U.S. highways.

Health Care

Too many working families know how hard it is to deal with health care plans. Denial of access to specialists, refusal to pay for emergency room visits, lack of information about plan



policies and procedures, and arbitrary limits on medical care are all big problems.

The idea of a "Patients Bill of Rights" has become a hot political issue. Republicans and Democrats are introducing separate bills. Proposals include a method to appeal denials of coverage and a ban on "gag rules" that stop doctors from telling patients about treatment options.

The union will call on Teamster members to help expand the rights of working families to quality health care.

Independent Contractor/Leased Employees

Big Business wants to make it easier for employers to classify workers as "independent contractors." This would allow employers to avoid providing for workers' pensions, overtime, and health insurance. The Teamsters union is against the plan.

Immigration and Job Protection

Immigrant farm workers can get temporary visas in areas where there are labor shortages. Big Business wants to expand the program to include the food processing industry. This poses a direct threat to more than 100,000 Teamster food processing jobs in 46 states.



There is no shortage of food processing workers in the U.S., so the Teamsters union is opposing expansion of the "guestworker" H-2A program.

MAIN OFFICE

The Worker's Voice: Union Members Score Big Political Wins in 1998

Teamster Volunteers Key to Winning Laws

It was a good year for working families — at least politically-speaking. Facing a Congress controlled by anti-labor politicians and attacks from state houses around the country, the outlook in early 1998 was not promising.

No fewer than 32 states were preparing so-called "paycheck protection" legislation in an attempt to silence the voices of workers once and for all. The measure would have put strict limits on the ability of unions to lobby for good laws and to work for friendly candidates. Congress was also looking into the idea. In the end, working families and Labor beat back every attempt to strip union members of their political voice.

Beginning with the defeat of California's Proposition 226, the state's version of Paycheck Protection, Labor made it clear that we were prepared to fight for our issues. Anti-labor forces realized too late that their attacks on working families produced a result they did not expect; instead of being silenced, workers went to the polls in record numbers.

In California, the voters who were motivated by the Prop 226 issue cast their votes for Gray Davis for governor and gave workers a friend in the governor's mansion for the first time in years.

Workers Carry Big Stick

The November election showed the importance of the union vote nationwide. While only 34% of the general public turned out to vote, 49% of union families went to the polls. Building on our success in the June primary, 59% of union families in California voted!

People v. Big Bucks

Big Business spent big bucks in the elections, but labor had a better plan.

Teamsters and other unions put together a face-to-face and worksite-by-worksite ground operation that made the difference in many key races throughout the country.

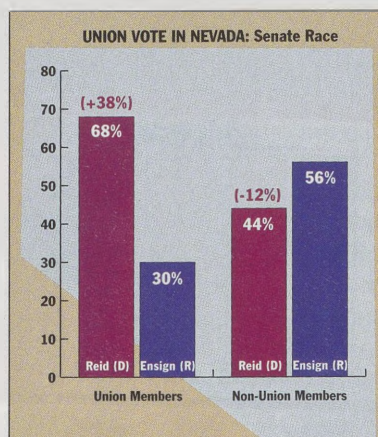
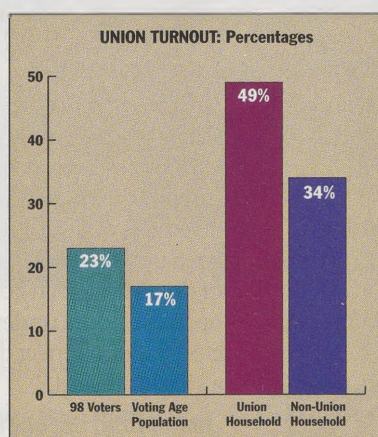
For example, in the Nevada Senate race, Sen. Harry Reid, a strong voice for working people in the United States Senate, won by just a few hundred votes in a race where union members cast 71% of their votes for Reid. Non-union voters split their votes evenly, 48% - 48%.

Make Your Voice Heard

As the new year begins, workers will once again face challenges in Washington, D.C. and state houses around the country. Once again our ability to make our voices heard by politicians will shape our future as it has shaped our past.

The Hoffa administration plans to develop new strategies to get the members involved in the political process.

Future editions of *The Teamster* magazine will keep the members up to date on hot political issues.



Union members made the difference in Senator Harry Reid's win.

Union Members Made the Difference

Union members made the difference in last fall's election. We not only voted in huge numbers, we got our friends, co-workers, and families to the polls. Some of us got out and campaigned, making phone calls and going door to door.

Why? Why did union members work so hard last fall?

Because the candidates we supported promised **to work for us** in Congress. They will do more than vote with us. They will work to pass a working families' agenda and fight to stop proposals that would hurt us.

Below is a list of key legislators who owe their victories, in large part, to labor:

- ★ Gray Davis, Governor of California
- ★ Barbara Boxer, Senator, California
- ★ Harry Reid, Senator, Nevada
- ★ Russ Feingold, Senator, Wisconsin
- ★ John Edwards, Senator, North Carolina
- ★ Ben Nighthorse Campbell, Senator, Colorado
- ★ Shelley Berkley, NV-1
- ★ David Wu, OR-1
- ★ Jay Inslee, WA-1
- ★ Brian Baird, WA-3
- ★ Lane Evans, IL-17
- ★ Dennis Moore, KS-3
- ★ Tammy Baldwin, WI-2
- ★ Rush Holt, NJ-12
- ★ Jack Metcalf, WA-2

REPORT SAYS MEXICAN TRUCKS UNSAFE

U.S. BORDER INSPECTORS FAIL TO STOP DANGEROUS RIGS.

The countdown has begun on NAFTA's deadline — less than a year from now — that would allow Mexican trucks unlimited access throughout the U.S. Until that day, however, thousands of unsafe trucks will pour across the border daily, according to a report by the U.S. Department of Transportation's inspector general.

Only California, said the report, has an "adequate presence of inspectors at border crossings." Twenty-two percent of border crossings occur in California, which has 47 full-

time and 5 part-time inspectors. But in Arizona and Texas, where 77 percent of Mexican trucks cross, there are only 8 full-time and 37 part-time inspectors.

The overall

result: 44 percent of Mexican trucks inspected in 1997 were put out of service. No figures are available for exactly how many trucks enter the U.S. at 28 border crossings without full inspection.

"We concluded that far too few trucks are being inspected... and that too few inspected trucks comply with U.S. standards," the inspector general's report said.

"I think it just reaffirms what we've said all along about the problems of letting these trucks on the road," said Joseph Rheim of Teamsters Local 104. "Decades of time and energy have been poured into ensuring the safety of the American trucking industry. To open the doors under NAFTA to vehicles that don't meet those standards is a step backward."

In the five years since the North American Free Trade Agreement was

launched there have been more than 200,000 confirmed job losses in the U.S. Citing a crossing at El Paso, the report said an average of 1,300 trucks attempt to cross every day. But federal auditors found only one inspector at El Paso and he was only able to check 10-14 trucks daily.

It has been estimated that only one of every 200 Mexican trucks is fully inspected. Approximately 11,000 Mexican trucks cross into the U.S. daily.

By comparison, only 17 percent of Canadian trucks fail inspection.

As the NAFTA deadline approaches, Teamster members should be prepared to help the union fight to keep dangerous Mexican trucks off U.S. highways. President-elect Hoffa and his team are planning actions to get the members involved in this important effort.



44% of Mexican trucks inspected at the U.S. border were put out of service. Only one of every 200 Mexican trucks is fully inspected.



Organizing Campaign Brings Big Gains to Overnite Workers

The Teamster organizing campaign is paying off big for Overnite workers.

The Overnite Organizing campaign began four years ago in the fall of 1994. Through their persistence and courage over the past four years, the Overnite employees have seen the biggest wage and benefit improvements in the history of the company. The workers have received raises totalling \$3 an hour, mileage increases, improved pension and health benefits, two additional holidays and real overtime pay for the first time.

The workers teamed up with the union and held Overnite's feet to the fire. The 1999 improvements demonstrate once again that a combination of Teamster representation and worker unity leads to real improvements in wages and benefits.

However, while organizing in itself can lead to improved working conditions, only a contract will provide the security and respect the Overnite workers deserve. The union's focus is a contract. And in 1999, the Team-



ster represented workers at Overnite are determined to get one.

Workers Reject Proposed Settlement

Right before the company was to go to trial, Overnite proposed to settle out-of-court the massive 1997 complaint filed against it by the National Labor Relations Board (NLRB). The company's offer has a non-admission clause, which means that Overnite does

PRESIDENT HOFFA BACKS OVERNITE WORKERS

President Jim Hoffa's transition team is already developing strategic initiatives for 1999, including rallies, informational meetings, new campaign materials and local leaders meetings. All the activity will be directed toward achieving a contract for the Overnite workers in 1999. "My administration will put the full weight and force of the Teamsters Union behind the workers at Overnite," Hoffa said. "I will honor their four-year struggle by renewing and strengthening the union's commitment to negotiate a good contract for the workers."

not have to accept responsibility for its illegal actions.

Teamster organizers asked the Overnite workers if they wanted to accept the proposed settlement.

Even though an appeal will prolong the period of time before any worker sees any of the back pay, the response was a loud and clear: **NO!**

As a result, the Teamsters Union opposes the proposed settlement.



UPS TAKES huge profits— GIVES no full-time jobs

Profits at UPS are strong, and climbing. Business, in fact, has never looked better for the 90-year-old company. But while UPS publicly lauds employees for working “very hard to rebuild” the company after the 15-day labor strike in mid-1997, top management has been working very hard, too — to renege on its promise to turn part-time work into full-time jobs.

The five-year contract UPS signed included an agreement to create 10,000 full-time jobs by combining existing part-time positions. But 18 months later and \$1.2 billion richer, UPS has yet to make the first installment of 2,000 full-time jobs.

“As far as senior part-time employees, it’s frustrating,” said Shayne Dailey of Teamsters Local 639 in Washington, D.C. A part-time UPS worker for eight years, Dailey said the company promised “a chunk of the pie; they’re just not sharing with us. Nothing has changed for the part-time employees since the strike. If it was up to me, we’d be back on the street again.”

On the other hand, much has changed — and all for the better — for UPS.

UPS totaled \$6.16 billion in revenue for the third quarter of 1998, up from the \$4.81 billion in 1997, which was affected by the strike. UPS also reported profits of \$449 million for the third quarter of 1998 and daily package volume is now at 10.9 million, compared to 11 million just before the strike.

Despite the gains, UPS continues to

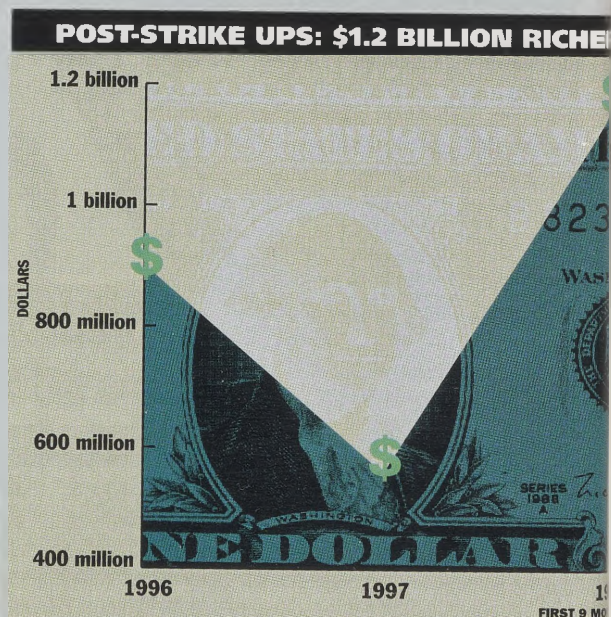
drag its feet and the International union has taken the company into arbitration. Hearings are planned Feb. 24 and March 4.

“We expect UPS to honor its part of the bargain,” said Teamsters President James P. Hoffa. “Teamsters at UPS have worked hard to get business back to pre-strike levels. Now UPS must show loyalty and respect to the workers.”

UPS’ tactics to avoid honoring its commitment to part-time employees included claims that low package volume prevented the creation of more full-time jobs.

However, UPS is moving virtually the same amount of parcels as before the strike. And during the holiday season, UPS announced it expected a record volume of deliveries. Record profits could result when fourth-quarter tallies are announced next month.

Meanwhile, many part-timers are “working doubles,” Dailey said, adding that some part-time work could be combined into full-time positions. “I don’t see why they couldn’t do it, other than corporate greed,” he added. UPS Chairman and CEO Jim Kelly has acknowledged that the company is on solid financial



UPS has recovered from the strike, raking in record profits of \$1.2 billion in the first nine months of 1998. This win undercuts UPS’ claim that a drop in volume won’t allow company to create the promised 10,000 full-time jobs.

ground again.

“It’s difficult to make financial and volume comparisons quarter-to-quarter because of the strike’s effects,” he said. “But one thing is clear, we are doing a better job of managing the business and the company is healthy and well-positioned for growth.”

Driving home that point, UPS’ revenue for the first three quarters of pre-strike 1996 was \$16.4 billion. Revenue soared to \$18.1 billion for the same three quarters last year. “We need to stand together and be strong,” Dailey said.

A new Airborne contract covering nearly 3,500 workers in 21 locations around the country contains groundbreaking anti-harassment language.

The contract also offers all part-time workers full-time jobs by April 1, 2000.

Under the contract, the company has established a new corporate policy of "zero tolerance" of harassment of Airborne employees. To make the policy effective, the contract calls for:

- ▶ The Teamsters and the company will select an independent panel of experts to study management harassment of union members and issue reports on the effectiveness of the program.
- ▶ Managers found harassing union members will be subject to internal discipline.
- ▶ If management harassment of union members continues, the union has the right to reopen negotiations and to strike the company. The members can vote to strike if they are dissatisfied with the company's program or commitment to confronting the problem.

Also, the new contract requires the company to promote 50 percent of its current part-time workforce to full-time status by April 1, 1999. The remaining 50 percent must be offered full-time work by April 1, 2000.

A ceiling was established for total number of part-time workers the company could hire. Part-time workers won improved vacations, holiday and sick leave pay, and other benefits.

Other major victories include a cutback on the use of subcontractors in sorting freight and for Teamsters to take over routes formerly handled by independent contractors.

"It's the best contract in Airborne history. This is a real victory for the thousands of hardworking Teamsters at Airborne," said Joe Quigley, a 13-year veteran of the company who is

New National Airborne Contract Grounds Worker Harassment

Airborne Express Teamsters recently gave a big "thumbs up" to a new national agreement.

chief steward for Airborne Teamsters in the Boston-area.

Quigley, a member of Teamsters Local 25, said, "This contract means more full-time jobs at Airborne. We won because we remained united. Now we have the wages and benefits we need to help raise our families."

The new contract was approved by an 80 percent margin.

If management harassment of
union members continues, the union has

the right to reopen negotiations
and to **strike the company.**

The contract guarantees **all**
part-time workers
full-time jobs.

Members of Teamsters Local 628 showed that standing up for workers' rights is good for the community when they broke up a robbery at a Philadelphia, Penn.-area drug store.

Superfresh grocery warehouse workers and drivers, who are members of Teamsters Local 169 and 500 are on strike to protest the company's moving more than 150 full-time jobs out of the area.

In a show of Teamster solidarity, each of the 28 locals that make up Teamsters Joint Council 53 adopted a Superfresh store and staffed picket lines.

Shortly before Christmas, Jacobs and Campbell, who are



Teamsters Pickets Breakup Robbery

Don't try crossing their picket line!

newspaper drivers, were walking the picket line at their adopted store. They heard a woman scream and saw a man with an armful of cigarette cartons running out of a nearby drug store.

Dropping their picket signs, Jacobs and Campbell rushed to the drug store, grabbed the suspect, threw him against a wall, and held him until police arrived to take him into custody. Ironically, police had attempted to

limit the number of Teamster pickets at the Superfresh store. But the members of Local 628 refused to cut back and continued to walk the line in support of the Superfresh strikers.

Striking Workers Bring Struggle for Justice to Sunoco Headquarters

Striking Teamsters from the Sunoco oil refinery in Yabucoa, Puerto Rico, were in Philadelphia Thursday, March 18, to bring their struggle for dignity and equality to company headquarters.

Sunoco imposed a drastic wage and benefit cut on refinery workers in Yabucoa, but worked out a compromise with workers doing the same jobs in Philadelphia. Refinery workers in Yabucoa already make 30 percent less than their co-workers in the U.S., yet work under more hazardous and polluted conditions.

Sunoco provoked the strike February 18, 1999, by cutting wages by \$2 per hour after reporting \$8 billion in revenues, \$267 million in profits, and a tax benefit in Puerto Rico that increased net income by \$13 million in the third quarter of 1998.

"Sunoco thinks no one will care if they treat workers in Puerto Rico differently than those in Philadelphia," said Jose Cadiz, International Trustee and Secretary-Treasurer of the Union de Tronquistas de Puerto Rico, Local 901.

Detroit Newspapers Strike: Cuts Papers' Circulation, Gains Community Support

The nearly two-year-old strike against the *Detroit News* and *Free Press*, involving several hundred Teamsters and other union members, continues to score victories and build community support.

Workers who are locked out and were forced into an unfair labor practice strike are cheering a unanimous ruling by the National Labor Relations Board that ordered the newspapers to immediately rehire them. If the ruling is upheld in federal court, it would mean the workers get back pay from Feb. 14, 1997.

The strike and boycott are building pressure on the papers. Recently compiled figures show a major drop in both advertisers and circulation.

Since November 1998, circulation for the papers' combined Sunday edition has dropped by more than 44,000 copies. Daily circulation of the *News* is down by nearly 7,000 copies. Circulation for the *Free Press* has dropped by nearly 16,000.

Also the locked-out workers are receiving support from Detroit, Mich.-area churches. Many church members have decided to stop reading the *News* and *Free Press*.

In the past few months, the locked-out workers have distributed more than 90,000 leaflets at shopping malls and door-to-door asking for community support.

"But we are in Philadelphia to prove Sunoco underestimates the power of our community's outrage at injustice."

James P. Hoffa, General President of the International Brotherhood of Teamsters, pledged the full support and union resources to fight the injustice and inequality which forced more

than 100 Teamsters out on strike at the Sunoco-Puerto Rico oil refinery for the first time in the plant's history.

"To demand a wage cut from Puerto Rican workers, most of whom have worked loyally for this company for more than twenty years, is unconscionable," said Hoffa.

Flight Attendants Fight Corporate Greed

Fighting for a better contract against a powerful global corporation like Northwest Airlines takes a smart strategy. So when Teamster flight attendants decided to organize a contract campaign last year, they turned to Teamsters at UPS for inspiration. The UPSers helped them build community support and unity on the job to win a better contract.

"The key is getting rank-and-file members involved in the fight against corporate greed," says Los Angeles-based flight attendant Anne Tombs,



who is coordinating the effort.

Flight attendants took action after management failed to agree to a new contract after two years of talking.

Since starting last summer, flight attendants have led rallies and informational picket lines at 15 airports across the country. Their actions are getting widespread media coverage and winning impressive support from community and church leaders, elected officials, and members of other Teamster locals and unions.

"We took on a big corporation in 1997 and we won that fight — and you'll win too if you stick together and win public support," said UPS Teamster Dave Staiger, who spoke at a rally in Detroit.

Flight attendants held special "holiday handbilling" events at a dozen airports across the country during the Thanksgiving and Christmas travel rush.

"We're explaining to customers



how good service and good jobs are both threatened by corporate greed — and we're getting great support from our customers and the public," said Seattle-based flight attendant Christie Valenzuela.

Flight attendants have vowed to continue their fight until there are controls on corporate greed and a better contract.

Teamsters to Turn Up Heat on Anheuser-Busch

Teamsters at Anheuser-Busch breweries around the country are renewing their commitment to fight for a decent contract that protects good full-time jobs.

The country's largest beer producer has imposed new policies that force mandatory overtime work, ignore workers' seniority, eliminate job classifications, and undermine employee involvement in workplace decision-making.

President James P. Hoffa and his team are reviewing plans for pressuring the beer giant during its peak yearly production season.

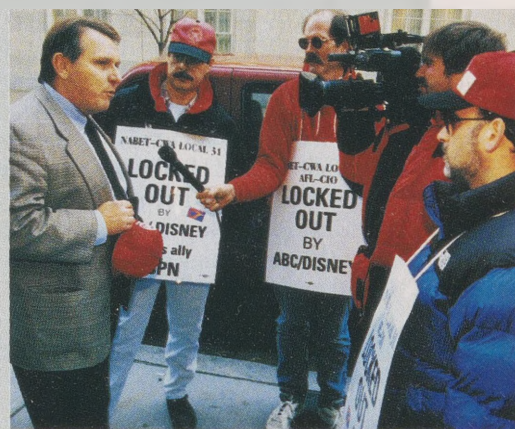
Teamsters Help Locked-Out ABC-TV Workers Win Battle

Teamster members helped show one of the country's largest TV networks there's a price to pay for its 72-day lockout of thousands of workers.

UPS Teamsters refused to make deliveries or pickups at ABC television offices nationwide while more than 2,000 off-camera employees, members of the National Association of Broadcast Employees (NABET), were locked out.

This and other pressure forced the company to agree to end the lockout and allow the workers to return to their jobs while contract talks continue.

The workers were locked out by management in response to a 24-hour strike over health benefits.



Teamsters General President James P. Hoffa speaks with locked-out ABC television workers outside the network's Washington, D.C., studios. UPS Teamsters refused to service ABC during the lockout. Teamster support helped end the 72-day lockout.

MEMBERS SPEARHEAD CONTRACT CAMPAIGN

Carhaul Teamsters Unite for JOBS, GOOD CONTRACT, SAFE HIGHWAYS

Carhaul Teamsters, who deliver about 95 percent of the new automobiles and trucks to dealerships, are united in a major push for a new national contract that would keep good paying, full-time jobs in communities throughout the country.

In addition, they and other Teamsters are actively working to block an attempt by corporate special interests to allow Mexican trucking firms to deliver automobiles and trucks produced in that country anywhere in the United States. Currently, Mexican trucking firms are limited to deliveries in a "commercial zone" along the border.

Under the proposal which is part of the North American Free Trade Agreement (NAFTA), Mexican companies would be allowed to send their trucks anywhere in the U.S. These companies would increase their profits because the Mexican trucks would not have to meet the same safety requirements as U.S. trucks.

Members Kick Off National Contract Campaign

The Carhaul Contract Campaign was formally kicked off with a large rally in Detroit, Michigan. Hundreds of Teamsters, supporters, and family members gathered at Teamsters Local 299 for a day of speeches, workshops, and seminars.

In his first public appearance since being installed as Teamster General



President, James P. Hoffa told the enthusiastic crowd from throughout the Midwest that the 12,000 Teamster Carhaul drivers, dockworkers, office workers, and mechanics, have the full support of their International Union.

Good Carhaul Contract Helps All Teamsters

"We are coming together to win a good contract," said Hoffa. "A good Carhaul contract is important for all Teamsters and other union members. It will send management a message that we are willing to organize and fight for what our families need."

Hoffa said the same forces that are trying to deny Carhaul Teamsters a decent contract are also behind the effort to put more Mexican trucks on U.S. highways.

"Their main interest is making more money," said Hoffa. "It doesn't matter to them if they have to cut Carhaul Teamsters benefits, put unsafe Mexican trucks on the highway, or exploit Mexican truck drivers by underpaying them and forcing them to drive long hours. They simply want to maximize profits."

Talks with Carhaul management began in February.

A survey of Carhaul Teamsters showed that their top priorities were securing pensions, maintaining job security, health and welfare benefits and pay rates for various job functions.

Members are also seeking reworked language governing rates for hauling used cars and improved work rules.

Carhaul Industry Profits Up

Due to the upswing in the U.S. economy, more Americans are buying new cars and trucks. This means that the Carhaul industry is moving record numbers of vehicles and posting its highest profits in recent years. In 1998 Carhaul companies brought in nearly \$2 billion in revenue.

However, Carhaul management has demanded concessions during the opening rounds of talks.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

OPINION & ORDER

88 CIV. 4486 (DNE)

UNITED STATES OF AMERICA,

Plaintiffs,

-against-

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, ET AL.,

Defendants.

EDELSTEIN, District Judge:

BACKGROUND

This opinion emanates from the voluntary settlement of an action commenced by the United States of America against, *inter alia*, the International Brotherhood of Teamsters ("IBT" or "the union") and the IBT's General Executive Board ("GEB"). The settlement is embodied in the voluntary consent order entered March 14, 1989 ("Consent Decree"). The goals of the Consent Decree are to rid the IBT of the hideous influence of organized crime and establish a culture of democracy within the union. The long history of this case has been set forth in this Court's numerous prior opinions. Accordingly, only those facts necessary for resolving the instant application shall be set forth.

After winning the first IBT general election in which members voted for International officers, Ronald Carey ("Carey") took office in February 1992. In 1996, he sought re-election as General President at the head of a slate of candidates for other International Offices.

The 1996 IBT Election took place in the final months of 1996. Following Election Officer Barbara Zack Quindel's announcements of the winning candidates, post-election protests were filed. Election Officer Quindel conducted an investigation of the post-election protests and uncovered serious violations of the 1996 Election Rules. On August 21, 1997 she issued her decision addressing certain post-election protests. See *In re: Jeraldine Cheatem, et al.*, Post-27-EOH (BZQ) (Aug. 21, 1997).

Election Officer Quindel concluded that "[t]he Carey Campaign and each member of the Carey slate violated Article XII, Section 1(b) of the Rules by receiving the use and benefit of [] prohibited contributions." *Id.* at 98. Based on these findings, she determined that these impermissible campaign contributions may have affected the outcome of the races of every member of the Carey slate nationwide. Thus, she issued her decision refusing to certify the results of the 1996 Election and ordering a new election for all positions except for those the Hoffa slate won, and that of the President of Teamsters Canada, an uncontested race. *Id.* at 114-15.

Additional evidence surfaced after Election Officer Quindel's decision of August 21, 1997. On September 18, 1997, Jere Nash ("Nash"), Carey's campaign manager; Martin Davis ("Davis"); and Michael Ansara ("Ansara"), each pled guilty in the United States District Court for the Southern District of New York to felonies arising out of their conduct on behalf of the Carey campaign.¹ As part of their respective plea agreements, Nash, Davis, and Ansara each agreed to cooperate fully with the United States Attorney's Office.

Based on this new information, Election Officer Quindel reopened her investigation into whether Carey had knowledge of, or involvement in, the illegal acts these three individuals perpetrated. However, during the course of her inquiry, Election Officer Quindel discovered information that led her to recuse herself from any further investigation. See Letter from Barbara Zack Quindel, Election Officer for IBT, to Honorable David N. Edelstein (Sept. 23, 1997). Thus, by Order dated September 29, 1997, this Court designated Honorable Kenneth Conboy as Election Officer "for the sole purpose of investigating and deciding the issue of disqualification of Ronald Carey from the rerun election." See September 29, 1997 Order at 2.

After a comprehensive investigation, Election Officer Conboy found that Carey had knowledge of and engaged in extensive violations of the Rules governing the 1996 election. See *In re: Jeraldine Cheatem, et al.*, Post-27-EOH (KC) (Nov. 17, 1997). Based on these findings, Election Officer Conboy disqualified Carey from running as a candidate in the rerun election. Thereafter, Carey took an unpaid leave of absence from the position of General President of the IBT on November 25, 1997. On December 2, 1997 Carey appealed to this Court Election Officer Conboy's decision disqualifying him from running as a candidate in the rerun election. This Court affirmed the decision of Election Officer Conboy on December 30, 1997. See *United States v. IBT* ("Carey Disqualification"), 988 F. Supp. 759 (S.D.N.Y. 1997). Carey's appeal from this Court's December 30, 1997 decision is currently before the Court of Appeals for the Second Circuit.

THE IRB DECISION

In addition to its provisions pertaining to the conduct of free and fair elections, the Consent Decree also established an Independent Review Board ("IRB") to oversee the eradication of corruption in the IBT. See Consent Decree, ¶ G. From October 1992 through June 30, 1998, the IRB has recommended charges against 229 individuals and has recommended to the IBT that trusteeships be imposed on twenty-one local unions and on one joint council. See Statement of the IRB before The Subcommittee on Oversight and Investigations Committee on Education and the Workforce U.S. House of Representatives, July 30, 1998 at 2.

William Hamilton ("Hamilton"), until his resignation on July 29, 1997, was the Director of the IBT's Government Affairs Department and an IBT member. As head of the Government Affairs Department, Hamilton was responsible for recommending what contributions the IBT should make in connection with legislative and political goals. On October 22, 1997, the IRB issued an Investigative Report to the GEB recommending that Hamilton, be charged with bringing:

reproach upon the IBT by causing a thing of value to be given to another in return for your performance of union duties and you embezzled IBT funds by arranging for IBT donations to certain advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals, directly or indirectly, would donate money to benefit the Ron Carey ("Carey") campaign thereby violating Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution.

Decision of IRB *In re: Ronald Carey and William Hamilton*, July 27, 1998 ("IRB Dec.") at 1. The GEB filed the charge against Hamilton and returned the matter to the IRB for hearing. *Id.*

In addition, on November 25, 1997, the IRB issued an Investigative Report recommending that Carey be charged as follows:

[i]n breach of your fiduciary obligations, you authorized IBT contributions in October, 1996 to Citizen Action, Project Vote and the

¹ Nash pled guilty to one count of conspiracy and one count of making false statements. Davis pled guilty to one count of conspiracy, one count of embezzling union funds and one count of mail fraud. Ansara pled guilty to one count of conspiracy.

National Council of Senior Citizens, totaling \$735,000, knowing the contributions would result in a personal benefit to you in money to pay expenses for your re-election campaign. You failed both to disclose that benefit and to give it to the IBT, as your fiduciary duties required. You also failed to exercise your fiduciary obligation to inquire into the circumstances surrounding your co-fiduciary's recommendations of those transactions.

Id. The GEB filed the charge against Carey and returned the matter to the IRB for hearing. *Id.*

As previously mentioned, during the 1996 IBT election then-incumbent IBT General President Carey's campaign engaged in a scheme by which IBT funds were manipulated in order to generate contributions to the Carey campaign. In October 1996, the IBT gave \$735,000 in political contributions from the IBT treasury to three organizations: (1) \$475,000 to Citizen Action, (2) \$175,000 to Project Vote, and (3) \$85,000 to the National Council for Senior Citizens ("NCSC"). These contributions were part of a leveraged contribution scheme whereby individuals would contribute to the Carey campaign in return for IBT contributions to these political advocacy organizations. As a result of this scheme, these political advocacy organizations generated \$185,000 for the Carey campaign.² These monies were used to fund the massive, last-minute mailing to IBT members designed to turn out the pro-Carey vote in the election. That mailing and the source of the funds were the basis for the Election Officer's refusal to certify the results of the 1996 election and her call for a rerun election.

On January 20-22 and March 11, 1998, a consolidated hearing regarding the charges against Hamilton and Carey was held before the IRB in Washington, D.C. After hearing days of testimony, reviewing scores of exhibits, considering numerous written submissions, and reviewing post-hearing memoranda, the IRB issued its decision on July 27, 1998, finding that Hamilton had brought reproach upon the IBT and embezzled IBT funds when he knowingly participated in an illegal fund-raising scheme, and found that Carey breached his fiduciary duty and brought reproach upon the IBT by failing to exercise his duty to inquire before approving sizable political contributions that benefitted his campaign. *See* IRB Dec. at 33. The IRB expressly found that Carey both knew of and approved the contributions at issue. *Id.* at 21 ("We can only conclude that at the times in question Carey knew of the proposed contributions and approved them, and we so find."). The IRB concluded that "[a] fair inference to be drawn from all the facts is that Carey closed his eyes because he knew or suspected that those contributions were to generate a personal benefit for him, *i.e.*, benefits to his Campaign." *Id.* at 33.

Accordingly, the IRB imposed the following penalties:

Hamilton is permanently barred from membership, permanently barred from holding any office or employment relationship with the IBT or its affiliates or otherwise drawing any salary or compensation from any IBT-affiliated source.

Carey is permanently barred from membership, permanently barred from holding any office or employment relationship with the IBT or its affiliates or otherwise drawing any salary or compensation from any IBT-affiliated source.

IRB Dec. at 35.

APPLICATION LXI OF THE IRB

Currently before this Court is Application LXI of the IRB ("Application LXI"), dated July 27, 1998. In Application LXI, the IRB requests "that an Order be entered affirming the IRB's

July 27, 1998, Majority Opinion and Concurring Opinion." Application LXI, at 3. Both Carey and Hamilton submitted objections to Application LXI. *See* Mr. Carey's Objections to Application LXI of the Independent Review Board ("Carey Br."); Objections of William Hamilton to Application LXI of the Independent Review Board ("Hamilton Br.").

STANDARD OF REVIEW

It is well established that the findings of the IRB, as the successor to the Independent Administrator, are entitled to "great deference." *See United States v. IBT* ("Friedman & Hughes"), 905 F.2d 610, 616 (2d Cir. 1990). In reviewing IRB disciplinary actions, this Court has held that the "arbitrary and capricious" standard of review is applicable. *United States v. IBT* ("Portal"), 908 F. Supp. 139, 143 (S.D.N.Y. 1995). Paragraph O of the IRB Rules provides that "[i]n reviewing actions of the IRB, this Court shall apply the same standard of review applicable to review of final agency action under the Administrative Procedure Act." *See* Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters, ¶ O. Furthermore, the Second Circuit has held that "the [Administrative Procedure Act] generally allows the reviewing court to set aside action only when it is arbitrary and capricious, an abuse of discretion or not in accordance with law." *United States v. IBT* ("Wilson"), 978 F.2d 68, 72 (2d Cir. 1992). Consistent with the great deference owed to the IRB's determinations, this Court has made clear that it "will not substitute its assessment of a witness's credibility for that of the IRB." *United States v. IBT* ("Simpson"), 931 F. Supp. 1074, 1096 (S.D.N.Y. 1996), *aff'd*, 120 F.3d 341 (2d Cir. 1997).

DISCUSSION

1. Carey's Objections

In his submission to this Court, Carey argues that the IRB's finding that he approved the contributions at issue was "unsupported by the evidence." Carey Br. at 5. He claims that the IRB could not permissibly conclude that he breached his duty to inquire once the IRB declined to rely on an affidavit provided by Monie Simpkins ("Simpkins"), Carey's personal secretary, because "[o]ther than the Simpkins affidavit, there is no evidence anywhere in the record that Mr. Carey was presented with a single one of the disputed contributions, or that he ever personally approved any of them." *Id.* at 6.

The record contradicts Carey's argument. For example, Nash, Carey's campaign manager, testified that after learning from Hamilton that Carey initially rejected the proposed contribution to Citizen Action, Nash had a phone conversation with Carey. Transcript of IRB Hearing re: Charges Against Ron Carey and Bill Hamilton ("Tr."), at 857. Nash testified that during that phone conversation he told Carey that the contribution to Citizen Action "will help Martin Davis in the fund-raising that he is doing for our campaign." *Id.* According to Nash's testimony, Carey replied, "[w]ell, hell, no one ever told me about it," and then approved the contribution. *Id.* Nash further testified "I said, 'Does that mean that this is okay?' And he said, 'Yes, that is fine.'" IRB Dec. at 22-23. Following his conversation with Carey, Nash spoke with Simpkins to advise her that the IBT would be making contributions to certain political organizations and, in return, the Carey campaign would be receiving contributions from certain individuals, and to ask her to call Nash if either she or Carey had any questions about the IBT's contributions. Tr. at 864-65.

Carey devotes a substantial portion of his brief challenging the

² Teamsters for a Corruption Free Union ("TCFU"), a fund-raising committee the Carey campaign created, ultimately netted a total of \$221,000 through this and other schemes.

IRB's conclusion that Nash informed Carey about the contribution to Citizen Action by pointing to Nash's phone records and the IBT's phone records in an attempt to establish that the telephone call Nash described could not have taken place. Carey Br. at 10-14. The IRB flatly rejected this argument. See IRB Dec. at 22 n. 16.

Contrary to Carey's suggestion, see Carey Br. at 11, Nash testified that when he called Simpkins and asked her to find Carey for him, he did not know whether "she got [Carey] on the phone that minute or whether [Carey] called back." Tr. 856. Carey's arguments regarding Nash's phone records, even if correct, hardly establish that a call did not take place as Nash described in his testimony. Nash testified that he was unsure whether Simpkins was able to connect him to Carey immediately or whether Carey returned Nash's phone call. Tr. at 856; 1027-28. A return phone call from Carey would not be reflected on the records that Carey claims demonstrate that no conversation took place.

Furthermore, there are numerous other statements and testimony that establish that Carey approved the contributions. For example, Hamilton stated in a March 1997 interview with an IBT attorney that he discussed the Citizen Action contribution with Carey. Ex. 3 27 at 1-2. Hamilton also stated in an interview with the Election Officer in April 1997 that Carey complained to him in November 1996, shortly after the contributions at issue were made, about the use of funds from the General Treasury. Ex. 20 at 5. Both statements directly refute Carey's assertion that he was unaware of the contributions.

Moreover, the testimony of Gregory Mullenholtz ("Mullenholtz"), who was responsible for processing the paperwork for contributions from the IBT's political action committee, establishes that Hamilton told Mullenholtz, at the time the paperwork for the Project Vote and the NCSC contributions were being processed, that Hamilton "had gone to Mr. Carey directly and had gotten [Carey's] approval" for the two contributions. Ex. 39 at 25. Additionally, Kathleen Marrone, who worked for Carey's Executive Assistant Aaron Belk and who formally initialed the approval of the General President's office on many of the contributions at issue, testified that Simpkins told her that Carey had signed off on the Citizen Action contribution. Ex. 11 at 30.

More importantly, the presence of the initials "RC/ms" on three of the contribution requests (and "ms" on the fourth) provides additional support for the IRB's conclusion that Carey approved the contributions. Carey himself testified that if Simpkins marked his initials on the approval forms for the contributions at issue, then she must have spoken to him about them, even if he did not recall the conversations. Ex. 1 at 44; Ex. 6 at 115-16; IRB Dec. at 14, n. 8. Carey also stated at the IRB hearing that her notation (the initials) was what Simpkins would place on a contribution request after she discussed it with him and he approved the request. See Tr. at 760, 783-84; IRB Dec. at 25 n. 17.

Finally, the IRB specifically found incredulous Carey's claimed lack of memory regarding whether he had approved the contributions as well as his later denial that he had been presented with or had approved the requests. See IRB Dec. at 21. Carey claimed not to have any recollection of any of the following, all of which occurred within one month: (1) a \$500,000 loan to Democrat Republican Independent Voter Education ("DRIVE") (the IBT's Political Action Committee); (2) a \$475,000 Citizen Action donation; (3) a \$175,000 in Project Vote donations; (4) a \$85,000 NCSC donation; (5) a \$150,000 contribution to the AFL-CIO; and (6) a \$73,000 payment authorized for an outside

telephone service to make election related calls. IRB Dec. at 20-21. Documents introduced in evidence at the IRB hearing indicated that in four weeks Carey approved all these expenditures totaling \$1,458,000 in financial transactions relating to the federal elections. The IRB concluded:

[Carey's] claims nine months later to the Election Officer, and subsequently, that he had no memory of whether he did or did not approve any of these expenditures totaling \$1,458,000, were less than credible given their size and their relation to the federal election which Carey believed to be of vital importance. We can only conclude that at the times in question Carey knew of the proposed contributions and approved them, and we so find.

Id.

In his papers to this Court, Carey states that "the sole basis for the IRB's lifetime ban on Mr. Carey was its conclusion that Mr. Carey breached his fiduciary duty to inquire into the purpose of the IBT's political action contributions in the fall of 1996." Carey Br. at 24. He argues that the IRB erred in finding that he had a duty to inquire because "[t]his supposed duty to inquire... arose only from Nash's supposed comment to [him] that the Citizen Action contribution would be good for fund-raising." *Id.*

Carey, as the General President of the IBT, had fiduciary obligations to the members in handling the union's money. 29 U.S.C. §501(a); *United States v. Boffa*, 688 F.2d 919, 930-31 (3d Cir. 1982); *Morrissey v. Curran*, 650 F.2d 1267, 1275 (2d Cir. 1981); *United States v. IBT ("Coli")*, 803 F. Supp. 748, 755 (S.D.N.Y. 1992). Although the majority of the IRB acknowledged that it was not conclusive that Carey actually knew of the scheme,⁴ the IRB held that the information before Carey did "impose on [him] a fiduciary duty to inquire further about any relation or tie between [his] own campaign fund-raising and the IBT's payment to an advocacy group like Citizen Action." IRB Dec. at 23.

Additionally, there is ample evidence, as well as the IRB's credibility determinations, to support the IRB's conclusion that Nash informed Carey that approving the Citizen Action contribution would help Davis raise money for the Carey campaign. This finding alone supports the charges against Carey. It also clearly imposed on Carey a fiduciary duty to inquire further about any relation between the Carey campaign's fund-raising and the IBT's payment to Citizen Action. Furthermore, as the IRB found, even apart from Nash's conversation with Carey, the circumstances surrounding the contributions, including Carey's failure to receive and review information his staff proffered before making a decision, his failure to return phone calls from his ranking assistant regarding the contributions, and his lax procedure for approving such large contributions over the telephone, established a fiduciary duty of inquiry that Carey utterly failed to exercise. See IRB Dec. at 23-25, 32-33; Chief Investigator's Memorandum of Law in Support of the IRB's Application LXI at 50-56.

Moreover, Carey's arguments that the IRB was wrong in crediting Nash's testimony and finding Carey's denials and claims of failed memory incredible are without merit. See Carey Br. at 17-24 (asserting that Nash "[i]s A Confessed Perjurer With An Overwhelming Motive To Lie"). The IRB's determinations regarding the credibility of Carey and Nash were based, in part, on Carey's and Nash's testimony before the IRB. The IRB had the opportunity to observe their demeanor, to consider their responses during both direct and cross examination, to ask them questions, and to evaluate their testimony in light of both the extensive record before it and the parties' arguments about the credibility determi-

3 "Ex." refers to the Independent Review Board Investigative Report's Exhibits, In the Matter of Ron Carey.

4 Honorable Frederick B. Lacey, in his concurring opinion, stated that "unlike my colleagues, I find that Carey did know that the contributions were to result in a benefit to his campaign." Concurring Opinion of Frederick B. Lacey, In re: Ronald Carey and William Hamilton, July 27, 1998, at 1.

nations the IRB should make. This Court and the Second Circuit have stated that because the Consent Decree officers conduct the disciplinary hearings, they are "best equipped to evaluate the demeanor, credibility and, ultimately, the culpability of those who appear before [them]." *United States v. IBT* ("DiGirolamo"), 824 F. Supp. 410, 418 (S.D.N.Y. 1993), *aff'd*, 19 F.3d 816, 819-20 (Ed. Cir.), *cert. denied*, 513 U.S. 873 (1994); *see also United States v. IBT* ("Cimino"), 964 F.2d 1308, 1313 (2d Cir. 1992) (refusing to re-weigh evidence or question credibility determination the Independent Administrator made).

There is also ample support for the IRB's determination that Carey's denials are unbelievable. Carey's claim that he has no memory of whether or not he approved expenditures totaling \$1,458,000 in the span of a single month on political expenditures, considering their size and relation to the federal elections, is utterly unworthy of credence. Therefore, this Court finds that the record fully supports the IRB's credibility determinations and that they should not be disturbed.

Carey next argues that this Court's refusal to give him access to its subpoena power deprived him of a full and fair hearing to which he was entitled under the Labor-Management Reporting and Disclosure Act, 29 U.S.C. § 411(a)(5) ("LMRDA"). *See Carey Br.* at 31. This Court has previously rejected Carey's arguments that he must be granted the power to subpoena in order to receive a full and fair hearing under LMRDA. *See United States v. IBT* ("Carey Subpoenas"), 992 F. Supp. 598 (S.D.N.Y. 1998). Carey offers no basis to disturb that decision.

Finally, Carey argues that the IRB acted arbitrarily and capriciously by imposing a "grossly disproportionate" sanction. He argues that this Court should overturn his sanction because it is inconsistent with penalties imposed in other proceedings. *Carey Br.* at 34-37. "Permanent suspension," he asserts, "has, almost invariably, been reserved for involvement with organized crime...." *Id.* Carey argues that permanent suspension "has never, to [his] knowledge, been imposed for negligence, i.e., breaching a fiduciary duty by failing to inquire." *Id.*

Even assuming that Carey could demonstrate some discrepancy between the penalty imposed upon him and the penalties imposed in prior proceedings, it is the province of the IRB to determine the appropriate punishment in each proceeding. *See Sansone*, 981 F.2d at 1372 (stating that "the apparent discrepancy between the penalty imposed here and those imposed in other cases does not inexorably compel the conclusion that the Independent Administrator acted arbitrarily or capriciously"). Furthermore, contrary to Carey's suggestion that the IRB found that his only wrongdoing was nonfeasance, *see Carey Br.* at 37, the IRB found that Carey committed "serious breaches of trust" that "require severe sanctions." *IRB Dec.* at 34. The IRB stated that "[b]y his entire course of conduct [Carey] abdicated his fiduciary responsibilities." *Id.* at 32. The IRB concluded that "[a] fair inference to be drawn from all the facts is that Carey closed his eyes because he knew or suspected that those contributions were to generate a personal benefit to him, i.e., benefits to his Campaign." *Id.* at 33.

Moreover, the IRB specifically noted that "[a]s the top elected official of the IBT, Carey was especially obligated to follow the [] rules, particularly as to financial transactions of the size involved here and in light of his constitutional obligation to review expenditures." *Id.* at 34. Therefore, the IRB could properly conclude that because of Carey's position as the highest union official, his misconduct was more serious. *See, e.g., Simpson*, 120 F.3d at 349 ("It was well within the IRB's discretion to conclude that, precisely because Simpson was a trusted, high-level official in the IBT, his

conduct... was more culpable.").

Carey's breach of his fiduciary duty resulted in the misuse of \$735,000 of union funds. As a result of his conscious avoidance and deliberate inaction, the 1996 IBT election had to be overturned, depriving the union membership of their right to a free, fair, democratic and honest election. The IRB noted correctly that "permanent expulsion and permanent ineligibility for holding office have been applied in different, and lesser situations, and [are] called for in this situation." *IRB Dec.* at 35. The penalty imposed on Carey is well within the IRB's discretion and is fully supported by the evidence. There has been no case since the implementation of the Consent Decree in which the wrongdoing resulted in as much harm to the IBT and its members and so directly undermined a central provision of the Consent Decree—an honest and fair general election—as was done here. Therefore, this Court finds that the decision of the IRB regarding the charges against Carey and the IRB's choice of sanction are neither arbitrary nor capricious.

2. Hamilton's Objections

Hamilton raises two arguments in his papers to this Court. First, he contends that the IRB denied him a fair hearing by: (1) denying his request to stay the IRB proceedings pending the outcome of criminal proceedings against him; and (2) denying his request to issue subpoenas on his behalf. *See Hamilton Br.* at 1-3. Second, Hamilton asserts that the IRB's Decision was unsupported by the evidence. *See Id.* at 6.

Hamilton's argument that he was denied a full and fair hearing under section 101(a)(5)(C) of the LMRDA is without merit. Courts reviewing internal union disciplinary actions should intervene under section 101(a)(5) "only if there has been a breach of fundamental fairness." *Ritz v. O'Donnell*, 566 F.2d 731, 737 (D.C. Cir. 1977). Here, the IRB gave Hamilton advance, written notice of the charges against him, and provided him with all of the documentary evidence supporting those charges. At the hearing, Hamilton was represented by counsel and was given the opportunity to be heard and to present witnesses and evidence in his defense.

Hamilton argues that he did not receive a full and fair hearing because the IRB denied his two requests to stay the IRB proceeding pending the outcome of federal criminal proceedings against him. *Hamilton Br.* at 2. Hamilton claims that, as a result, "[t]he IRB placed [him] at a distinct disadvantage by requiring him to defend the Chief Investigator's charges when there was the possibility that any evidence offered by him could be used in the criminal investigation." *Hamilton Br.* at 2. This argument also fails.

This Court has previously ruled that IRB proceedings need not be stayed because of pending criminal proceedings related to the same matter. *See United States v. IBT* ("Hickey"), 945 F. Supp. 96, 99 (S.D.N.Y. 1996) ("Because the Fifth Amendment is unavailable to a union member called to sworn examination before an internal disciplinary body, this Court finds that it does not support Hickey's request to stay the IRB examination..."). Given that one of the principal goals of the Consent Decree is to rid the union of corruption, there were compelling reasons in this case not to allow the pendency of related criminal proceedings to delay IRB disciplinary proceedings. Thus, because the IRB's determination not to stay the proceedings against Hamilton was correct, it did not render the IRB's Decision arbitrary and capricious.

Hamilton also argues that he was denied a full and fair hearing because the IRB refused to issue subpoenas to compel the

production of certain documents, and refused to compel the appearance of Davis. He contends that this refusal "prevented [him] from confronting Davis, one of his chief accusers, and obtaining highly relevant and exculpatory documents." Hamilton Br. at 3.

Hamilton, however, cites no authority to support his claimed entitlement to subpoena witnesses and documents in connection with an internal union disciplinary proceeding. In fact, it is well established that a "full and fair" hearing does not require that a union member have the power to subpoena witnesses to appear at his disciplinary hearing. See *United States v. IBT* ("Nunes"), No. 91-6300, Order at 3 (2d Cir. Mar. 27, 1992); see also *Carey Subpoenas*, 992 F. Supp. 589, 600 (S.D.N.Y. 1998); *United States v. IBT* ("Simpson Subpoenas"), 870 F. Supp. 557, 560-61 (S.D.N.Y. 1994).

Furthermore, this Court addressed Hamilton's arguments under section 101(a)(5) of the LMRDA when it denied Hamilton's application for an order authorizing the issuance of subpoenas. See *United States v. IBT* ("Hamilton Subpoenas"), 992 F. Supp. 601 (S.D.N.Y. 1998). In that decision, this Court reasoned that the LMRDA cannot be deemed to provide subpoena power to IBT members facing disciplinary hearings where neither the IBT Constitution nor the Consent Decree confers such authority upon IBT members. *Id.* Therefore, this Court finds that there has been no breach of fundamental fairness and that Hamilton received a full and fair hearing as section 101(a)(5)(C) of the LMRDA requires.

Hamilton's second argument is that "the weight of the evidence" did not establish that he knowingly participated in the scheme and that the IRB should not have given "any weight" to the testimony of Nash. Hamilton Br. at 1, 6. Again, this argument has no legal basis. As this Court previously stated, the IRB is best equipped to make credibility determinations of the witnesses who appear before it, and, therefore, this Court should not second-guess such determinations or re-weigh the evidence, unless the record reveals that such determinations were clearly erroneous. See *Cimino*, 964 F.2d 1308, 1313 (2d Cir. 1992); *Simpson*, 931 F. Supp. 1074, 1096 (S.D.N.Y. 1996), *aff'd*, 120 F.3d 341 (2d Cir. 1997); *DiGirlando*, 824 F. Supp. 410, 418 (S.D.N.Y. 1993), *aff'd*, 19 F.3d 816, 819 (2d Cir.), *cert. denied*, 513 U.S. 873 (1994). The IRB's determinations are fully supported by the record and thus, are not clearly erroneous.

The IRB found that "Hamilton knowingly participated in the scheme in which IBT donations were made with the understanding that, in return, donations would be made to benefit the Carey campaign." IRB Dec. at 19. Specifically, the IRB found that Hamilton spoke with Nash about the scheme, Hamilton agreed to seek approval for the contributions and Hamilton recommended contributions to the groups identified by Davis. *Id.* Furthermore, the IRB concluded that Hamilton "knowingly used his union position to cause union donations to be made in return for contributions to the Carey campaign." *Id.* at 30. The IRB determined that Hamilton embezzled IBT funds and possessed the "fraudulent intent" to do so. *Id.* The record amply supports the IRB's determination.

For example, Nash testified that he discussed the scheme with Hamilton, that he explained to Hamilton that it would raise money for the Carey campaign, and that Hamilton agreed to participate in the scheme. See Tr. at 852-53. Nash further testified that he specifically discussed with Hamilton the contributions to Citizen Action, to Project Vote and to the NCSC. See, e.g., Tr. at 855-59. In addition, the record includes memoranda that Hamilton drafted requesting that the IBT make each of the

contributions Nash and Davis called for. Moreover, Hamilton did not offer an explanation as to how these contributions could have been made without his recommendation. This evidence provides more than ample support for the IRB's findings that Hamilton was a knowing participant in the scheme and that he embezzled IBT funds.

Therefore, this Court finds that the decision of the IRB with regard to the charges against Hamilton is neither arbitrary nor capricious. Moreover, this Court finds that the sanction the IRB imposed is not unwarranted in law or without justification in fact.

3. THE ASSOCIATIONAL BAN ON CAREY AND HAMILTON

Both Carey and Hamilton contend that the associational ban in Paragraph E(10) of the Consent Decree should not be applied to them. See Carey Br. at 37-41; Hamilton Br. at 6 n.4. Paragraph E(10) of the Consent Decree enjoins IBT officers, representatives, members and employees from "knowingly associating with... any person otherwise enjoined from participating in union affairs..." Consent Decree ¶ E(10). Carey argues that "the rationale for the associational ban is to protect and insulate IBT officers and members from contact with persons involved in ongoing organized criminal enterprises." Carey Br. at 38. Therefore, he asserts that "an associational ban would serve no legitimate purpose and is not necessary to insulate IBT members from exposure to a person found guilty of ongoing corruption or criminal enterprise." *Id.* at 40.

Carey's and Hamilton's requests for preferential and exceptional treatment with regards to the associational ban must be denied. The IRB determined that, as a result of their conduct, both Carey and Hamilton are to be permanently barred from the IBT. Therefore, both Carey and Hamilton clearly fall within the scope of Paragraph E(10).

Contrary to Carey's claim, the associational ban also serves to protect IBT officers and members from people of dubious character. The true test of one's character is what one does when one believes nobody is watching. Both Carey and Hamilton, through their conduct during the 1996 IBT election have exhibited shoddy characteristics to this Court. Paragraph E(10) provides no exceptions based on the stated reasons for the permanent bar, and this Court finds no basis to grant Carey or Hamilton exceptional treatment.⁵ Therefore, this Court finds that the Paragraph E (10) associational ban is applicable to both Carey and Hamilton.

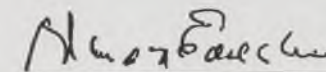
CONCLUSION

Based upon the foregoing, Application LXI of the IRB is Granted and the IRB Decision is Affirmed in all respects.

SO ORDERED

DATED: New York, New York

September 15, 1998



U.S.D.J.

⁵ In his papers to this Court, Carey requests "[a]t a bare minimum, the Court should make clear that Mr. Carey's son, also a member of the IBT, would not be subject to discipline for associating with his father." Carey Br. at 41. The associational ban does not prohibit solely familial or "incidental" contacts with persons subject to the ban. See *United States v. IBT* ("DiGirlando"), 19 F.3d 816, 823 (2d Cir. 1994).

REPORT XLIII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Grant Crandall
Frederick B. Lacey
William H. Webster

DATED: December 4, 1998

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-third Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including ten new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. NEW INVESTIGATIVE REPORTS

A. LON FIELDS — Local 89, Louisville, Kentucky

On November 23, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning Local 89 President Lon Fields. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by intentionally causing an inaccurate Campaign Contribution and Expenditure Report to be filed by the Carey Campaign. Fields gave \$5,000 cash each to four members whom he then directed to make contributions to the Carey Campaign which misrepresented the source of the funds. This action resulted in the Carey Campaign filing a false report in that the true source of the contributions was not disclosed. Mr. Sever was given sixty days within which to hold a hearing and to forward a written final report to the IRB.

B. WILLIAM C. WRIGHT, JR. AND VINCENT N. LASITA — Local 100, Cincinnati, Ohio

On October 22, 1998, the IRB issued an Investigative Report to Gary Tiboni, President of Joint Council 1, concerning charges against Local 100 President William C. Wright, Jr., and Secretary-Treasurer Vincent N. Lasita. The Investigative Report recommended that each be charged with bringing reproach upon the IBT by engaging in a pattern of violating the Local's Bylaws and the IBT Constitution. Each allegedly failed to describe accurately in the minutes, as required, a salary increase the Executive Board granted to them and other Executive Board members and the making of substantial non-routine expenditures of Local monies for Local roofing and air conditioning equipment purchases. Each also allegedly failed to disclose to members and failed to obtain the consent of the Executive Board and the membership where required under the Bylaws for the hiring of Wright's spouse as a clerical employee of the Local. A Joint Council 1 decision is expected by December 31, 1998.

C. WAYNE L. GIBSON, WARREN STACPOOLE, ROBERT FLETCHER, MARTY TAYLOR, DOUG PILKEY, FLOYD SHANTZ AND CLIFF WILSON — Local 141, London, Ontario, Canada

On November 24, 1998, the IRB issued an Investigative

Report to Acting General President Tom Sever concerning the Executive Board of Local 141. The Investigative Report recommended that the above-named officers be charged with bringing reproach upon the IBT by refusing to allow a books and records examination scheduled pursuant to Paragraph H(3)(a) of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters to determine, among other things, whether the Local's principal officer and others may have embezzled funds or otherwise breached fiduciary duties to the members of Local 141. Mr. Sever was given thirty days to hold a hearing and forward to the IRB a result in this matter in which no facts were disputed.

D. TERRENCE FREEMAN — Local 507, Cleveland, Ohio

On October 13, 1998, the IRB issued an Investigative Report to Gary Tiboni, President of Joint Council 1, concerning Local 507 Secretary-Treasurer Terrence Freeman. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by testifying falsely before a federal grand jury concerning his actions as a Local officer and by being convicted of the felony of perjury. The Report recommended further that he be charged with failing to cooperate with the IRB at his sworn examination when he testified falsely concerning his meeting in 1993 with an employer under a collective bargaining agreement with Local 507 with regard to the upcoming 1993 Local Union officer election. A Joint Council 1 decision is expected by December 31, 1998.

E. JOHN FERRARA — Local 522, Jamaica, New York

On November 24, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning charges against Local 522 Secretary-Treasurer John Ferrara. The Investigative Report recommended that he be charged with bringing reproach upon the IBT, from at least 1993 to the present, by knowingly associating with members of the Luchese LCN Family, including but not limited to Steven Crea and Joseph DiNapoli. On December 1, 1998, the charges against Ferrara, adopted and filed by Mr. Sever, were referred back to the IRB. The IRB plans to hold a hearing on the charges.

F. DAVID KEATON — Local 600 and International Representative, St. Louis, Missouri

On December 3, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning David Keaton, a member of Local 600 and an IBT International Representative. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and embezzling approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates. Mr. Sever was given sixty days within which to hold a hearing and to forward a written report to the IRB.

G. VINCENT FEOLA — Local 813, New York, New York

On September 21, 1998, the IRB issued an Investigative Report to Anthony Rumore, President of Joint Council 16, concerning charges against member Vincent Feola. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by refusing to answer questions during

his sworn in-person examination and by violating his oath of membership by maintaining a sham membership while an employer. The Executive Board of Joint Council 16, in its decision of November 17, 1998, found Feola guilty and recommended that Feola be permanently barred from membership in the Local and the IBT and from holding any position or employment in the IBT or any of its affiliates. The IRB has the matter under review.

H. THOMAS R. O'DONNELL — Local 817, Lake Success, New York

On December 3, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning Local 817 President Thomas R. O'Donnell. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by intentionally filing reports with the Election Officer which omitted, as required, payments to Kevin Currie for his services as campaign coordinator. The reports filed with the Election Officer stated that expenditures were made by the O'Donnell Campaign to Mary Ann Currie, described the expenditures as salary payments for the campaign coordinator, and failed to disclose that those payments were for the services of her husband, Kevin Currie. Mr. Sever was given sixty days within which to hold a hearing and to forward a written final report to the IRB.

I. THOMAS CORRIGAN, BLAIR MCINTOSH, GILBERT DAVIS, JOELE SPADICINI, GERALD CADDEN, PETER VAN HAFETEN AND FRED WOOD — Local 847, Toronto, Ontario, Canada

On November 24, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning the above-listed Executive Board members of Local 847. The Investigative Report recommended that each be charged with bringing reproach upon the IBT by refusing to allow a books and records examination scheduled pursuant to Paragraph H(3)(a) of the Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters to determine, among other things, whether the Local's principal officer and others may have embezzled funds or otherwise breached fiduciary duties to the members of Local 847. Mr. Sever was given thirty days to hold a hearing and forward to the IRB the result in this matter in which no facts were disputed.

J. EDWARD J. MIRELES AND PAUL J. ROA — Local 952, Orange, California

On October 22, 1998, the IRB issued an Investigative Report to Randy Cammack, President of Joint Council 92, concerning Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul J. Roa. On November 5, 1998, the IRB redirected the Investigative Report to the Acting General President to have the IBT General Executive Board take original jurisdiction over the matter.

The Investigative Report recommended that Mireles be charged with bringing reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. The Report alleged that Mireles testified falsely concerning the Local's practice of requiring a business agent to miss a monthly dues payment and in encouraging the Local officers and employees to lie to the IRB. As to Roa, the Report recommended that he be charged with bringing reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely

manner, thereby making them ineligible to run for office in a Local Union officer election.

On November 13, 1998, Mr. Sever advised the IRB that charges were consolidated and were filed against Mireles and Roa and a hearing would be held.

III. STATUS OF PREVIOUS IRB CHARGES

A. THEODORE N. FURSTMAN, JR. — Local 282, Lake Success, New York

In the last issue of the *Teamster* magazine, we informed you of a charge against Local 282 member Theodore N. Furstman, Jr., for allegedly bringing reproach upon the IBT by knowingly associating with Robert Sasso after he was permanently barred from the IBT and when Sasso was a convicted labor racketeer, and by violating the 1989 Consent Decree by which he and all other IBT members were enjoined from knowingly associating with a barred person such as Sasso. Trustee LaBarbera filed the charge against Furstman. Acting General President Tom Sever appointed a panel to hear the charge and a hearing was held on September 29, 1998. The IRB expects the IBT's decision in early December 1998.

B. LAWRENCE P. GARONO, — Local 377, Youngstown, Ohio

In the last issue of the *Teamster* magazine, we informed you of a charge against Local 377 member Lawrence P. Garono alleging that he brought reproach upon the IBT by knowingly associating with La Cosa Nostra member Lenine "Lenny" Strollo. On August 11, 1998, Mr. Sever notified the IRB that he had adopted and had filed the charge against Garono and he referred the charge back to the IRB for a hearing. The IRB held a hearing on November 18, 1998, and found the charges were proved. An IRB decision will be issued and an application will be submitted to Judge Edelstein for approval.

C. DAVID P. MANGINE — Local 377, Youngstown, Ohio

In the last issue of the *Teamster* magazine, we informed you of the proposed charge against Local 377 member David P. Mangine for failing to appear for a sworn in-person examination. Charges were filed by the Local 377 Executive Board on September 22, 1998, and sent to Joint Council 1 for a hearing. The hearing was held on November 13, 1998. We await the decision of Joint Council 1.

D. GERALD ZERO — Local 705, Chicago, Illinois

In past issues of the *Teamster* magazine, we informed you of charges against Local 705 member Gerald Zero for allegedly assaulting fellow Local 705 members. The General President notified the IRB that he postponed a hearing until Zero's court appeal of an action relating to the same facts had been concluded. Zero was convicted on two counts of misdemeanor battery. The appeals court affirmed the decision of the lower court and found Zero guilty as charged. Acting General President Sever appointed a hearing panel which held a hearing on August 17, 1998. Mr. Sever's decision of September 21, 1998, was that Zero be suspended from office for three months. The IRB notified Mr. Sever that the penalty of the panel was inadequate and the hearing should be reconvened. The hearing was reconvened on October 14, 1998. Mr. Sever's decision of November 3, 1998, based on the panel's recommendations, was to keep the penalty at three months suspension from holding office. The IRB has the decision under review.

E. JAMES SANTANGELO AND RICHARD MIDDLETON — Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you of charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton alleging that together they created a Severance Plan designed to accelerate severance payments which would permit an employee to remain employed by the Local and receive severance payments, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. Based on its two hearings on the matter, Joint Council 42 twice dismissed the charges. IRB notified Joint Council 42 that it set a hearing date for October 13, 1998, on which date the hearing before the IRB was held; however, after hearing statements from counsel for Santangelo and Middleton and from the Chief Investigator's representative, the IRB agreed to and did reconvene in Los Angeles on November 10, 1998. The matter remains under review by the IRB.

F. DANIEL LOMBARDOZZI, ROGER IMMERGLICK, JASPER CUMELLA, LOUISE DAVIS, WILLIAM DENNEHY, YETKIN KURULGAN AND DAVID LOFTON — Local 918, Brooklyn, New York

In past issues of the *Teamster* magazine, we informed you of charges against each of the seven Executive Board members of Local 918 who allegedly breached his fiduciary duties to the members by embezzling and converting Local Union funds to his own use and bringing reproach upon the IBT by voting to transfer \$25,000 in Local Union funds to challenge an attempt by the IBT to place the Local into trusteeship. A hearing panel appointed by Acting General President Sever held hearings on June 9, 1998. In Mr. Sever's decision of October 9, 1998, the penalty imposed was that Lombardozzi, Immerglick and

Cumella were permanently barred from membership in the IBT and from holding any position with the IBT or any IBT affiliate and that Davis, Dennehy, Kurulgan and Lofton were barred for five years from holding office in the IBT or any IBT affiliate. The IRB has the matter under review.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 180 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001

NOTICE TO FORMER HEMINGWAY TRANSPORT AND BRISTOL TERMINALS EMPLOYEES

The federal Bankruptcy Court approved distribution of funds to claimants in the Hemingway Transport and Bristol Terminals bankruptcy. The following is a list, by Local Union affiliation, of former Hemingway employees for whom the Bankruptcy Trustee does not have current addresses, and therefore, may have uncollected funds being held by the Court.

Local 25 Former Local 27 (Now Local 813) Darwin Campbell Garvin Dellis James V. Caruso Gordon Eaton	Local 161 (Now Local 500) Wilbur Thornton Parker Albert Bierman Roger Tilson Leroy Duffin Thomas McGrath	Daniel Rapoza Anthony M. Reed	John Blotkamp Chester Martin, Jr. Louis Brandenburg Herbert White James Centino James Crouse	Local 633 William Lee Hicks Harlan Nelson, Jr. Ross Jones Andrew Senechal Charles Lehner Ralph Webster Alfred Mason Lawrence Williams M. Mathison Ray Ellwood McDonald	Royal Hoadley Marvin Priest Richard Millette Clifton Roberson Edward Leroy Robey, Jr.	Paul C. Wilson, Jr. Oscar Lewis Wade Wisnom William Luzzi, Jr. Joseph Massaro
Former Local 57 (Now Local 206) Norman Gagnon Eugene Johnson	Local 251 Leo Boudreau	Local 340 Joseph Rousseau Frank Mills Clyde Wilson James Nelligan Theodore Osier, Jr.	Local 597 Ronald Randall Edwards Wallace Luce Elias Fodel Elmer Page John Garey Gordon Stearns Oscar Roe Garey, Jr. Roger Stearns Leonard F. Green Titus Green	Local 701 George Russell Charles Caparelli Joseph Sobus William Compitello Ray Spillers Michael DeLucia William Spence Edward Dewland Gary Bernard Sullivan Robert Jordan Samuel White Michael J. Kelly, Jr.	Local 707 John Petersen William Barthel Charles Svoboda Vincent Burke Al Tristram John Dittursi Carle Varriale Thomas Durant Henry Epstein David Gorman Kenneth Lampe Benjamin Schwartz Sidney Silverman	
Local 71 Local 101 Leroy Stark Cooley Campbell	Local 191 Joseph M. Crowley Paul Lytwyn George Fontaine Paul Smith Raymond Kaminski James Lunderville	Local 453 Brace Hutson (Deceased)	Local 375 William J. Kappa	Local 639 Pearly Mogle Charles H. Jones Denis Bruce Mullineax Phillip Newman		
Local 171 Local 107 or Former Kenneth Smith	Local 29 Walter Bell James Lewis	Local 557 Former Local 539 (Now) Local 29 Walter Bell James Lewis		Local 671 Lewis Parrill		

If you have information regarding the current addresses or the whereabouts of these individuals, or their families, please contact James A. McCall, Special Counsel, of the IBT Legal Department, 25 Louisiana Avenue, N.W., Washington, D.C. 20001, (202) 624-6935.

Continued from inside front cover

and I, weren't they?

Get together with your union brothers and sisters from all companies and "Unite"! Don't let petty differences spoil our chance to have new friends and a strong union.

Ron Hitt "Big Eagle"
Local Union 413
Columbus, Ohio

Pride

As a 20-year Teamster, I feel proud when people notice my Teamster jacket. Since the election, I have felt even more proud when wearing my jacket, especially when I hear people say things like "Hey, you elected Hoffa. Alright!" and "Hoffa should get things rolling for the Teamsters." My favorite comment came from a couple of truck drivers and their warehouse co-workers who asked if Hoffa could help them join the Teamsters.

I am sure I'm not the only member hearing positive remarks. We are on the right track toward unity and growth.

Good luck General President Hoffa.

Timothy Dunn
Local Union 259
Boston, Massachusetts

Freight Enforcement

What brings me to write this letter is the non-enforcement of this freight contract.

Not being what I consider to be the best contract in the world, it's what it is and we have to live with it. But when is it going to be enforced?

I understand that some of the supplements are still trying to be settled, but the way I see it is the companies are just dividing us even more than the politics in the International.

If we are truly a brotherhood then we should stand by our brothers and sisters and strike until the companies

take us seriously.

Since the contract is not being enforced anyway, we are working without a contract while the companies are laughing all the way to the bank.

It's time we stood together and get this contract settled.

Michael J. O'Rourke
Local Union 653
Waitman, Massachusetts

Organizing, Unity

The long wait is over. Finally we have a leader for our union. Brother Hoffa was elected democratically by the membership. It is now time to put the campaign behind us and rally our support behind him.

I feel there are two important issues for the IBT, the first and foremost is organizing. We need to work toward organizing Overnite, American Freightways and Conway.

The other issue is unity. I would like to echo Brother Hoffa's call to reunite our union. As the old saying goes, "United we stand, divided we fall." Let's show the government and our corporate employers that we are behind our International and local leaders 100 percent.

Tony Ascione
Local Union 891
Jackson, Mississippi

Get Help

As a 24-year employee of UPS, I urge all UPS people to be careful and not get hurt on the job as I did. Call for help on all the over-70 pound packages.

I lost six weeks and two days of vacation due to hurting my back on the job.

If a company doctor places you in therapy, it does not count toward your 156 reports, and if you're a day short of that amount there is no pro-rating — you lose it all.

Seems there is some kind of irony that a company that wants to help the United Way and the Olympics would treat one of its own this way.

Tommy Spurgeon
Local Union 519
Knoxville, Tennessee

We Care

Dec. 3, 1998 will stand out as a great day in Teamster history. The membership spoke loudly and clearly when they chose Jim Hoffa to lead us into the next century.

I worked on his campaign in Chicago with the greatest bunch of Teamsters around! They gave much more than their time and money — they put their hearts into the campaign. During the many years it took to get Jim elected, I never heard one complaint!

This shows how much we care about saving the union that James R. Hoffa loved so deeply and worked so hard for. Now it is his son's turn. Those who didn't support Jimmy will soon see that he is a great leader who will reunite this union like no one, other than his father, could.

The members are anxious for Hoffa's administration to begin. Let the fighting and division be a thing of the past, and let's all do what we can to rebuild this union. Hoffa can't do it by himself.

Bill O'Brien
Local Union 705
Chicago, Illinois
Detroit, Michigan

No Respect

Every employee owes the company they work for an honest day, without skipping their lunch hour or taking short cuts to sacrifice safety.

The problem with UPS is that they demand 120 percent plus.

UPS doesn't realize its employees are human.

They would start your day with a negative AM meeting to tell you what a bad job you've done, and then tell you to go out and get more business.

We had a supervisor tell us at an AM meeting that if you don't start working harder and faster, we've got 'em waiting in line like monkeys hanging off trees.

With this type of approach to its employees, UPS's higher management is going to run the worldwide company, that we the employees built, out of business.

Ron Mullis
Local Union 728
Augusta, Georgia

Productivity

As a shared responsibility, productivity is common ground. The ingredients that are most effective come from managers who carry fair leadership qualities and delegate to the workers in a way that the worker will look up to them professionally and with trust and dedication.

Once a manager manipulates or becomes deceitful to you, it only results in you looking at that manager in a different light. Why would a manager tell a new employee that his probation is 90 days, when it is only 60 days?

Or write a ten-year employee up for being three minutes late, or not allow you to have representation at a meeting that could result in further discipline, when this is a law?

You see, we live by example. And if we are to be more productive, we all need to speak the ingredient — Respect — and admit we have a contract to learn and follow!

Steven Berry
Local Union 311
Baltimore, Maryland

STAND UP FOR AMERICA'S STEEL FAMILIES

Your phone call is needed now to help American steel workers and their families. These hard working people are under attack by a flood of foreign steel. This is threatening to destroy communities around the country.

Through their sweat, toil, and sacrifices, American steel working families have helped to create the most efficient and productive steel industry in the world.

Yet, their futures are threatened by the illegal and unfair dumping of foreign steel into the U.S. market costing good, full-time jobs.

We need to let Congress know that Teamster families are willing to "Stand Up for America's Steel Families."

Call Congress at 202/224-3121 and ask to speak with your U.S. representative and senators. Ask them to "Stand Up for Steel Families."



Ask your members of Congress to pledge to take all actions necessary to immediately stop the flood of unfairly traded foreign steel.

JULY/AUGUST 1999



New Jersey Teamsters beat mob, shed Government oversight

Teamster



United We ~~Win~~ Won

Carhaul Contract Wins 80% Approval of Members

Welcome Back

I have been a Teamster for over 30 years and am a steward in Local 247. I am glad to see the magazine the *Teamster* back in operation after all the trouble we had with the election. Keep up the good work and lots of luck.

James A. Hibbard
Local Union 247
Tecomseh, Michigan

Getting Involved

Being a member of the Teamsters for over 15 years has proved to be one of the greatest accomplishments of my life. As I have moved from Denver, Colorado to South Central Kansas, I now realize the importance of strength and unity.

I have decided that one way to get involved and to increase attendance at the monthly meetings would be to learn the role of union steward.

The main reason we all work is to improve the quality of our lives and provide for our families. Being actively involved with the Teamsters union at any level serves to benefit everyone.

Herbert H. Brown
Local Union 795
Wichita, Kansas

Missing Funds

How could the Carey administration misappropriate \$700 million when the U.S. government is supposedly watching? Something's not right, folks.

Further information in the *Teamster* on the misappropriation of the money would be appreciated. I'd like to know who took it and why. Where did it go?

Gary Mudd
Local Union 959
Anchorage, Alaska

Destroying Jobs

The time has come for workers throughout the carhaul

industry to wake up and act!

There is a cancer spreading through the industry, the cancer of non-unionism. Slowly but surely, the unionized segment of carhaul is losing ground, because of the actions of the biggest player in the industry, Allied Holdings. Yes, the same Allied Holdings that constantly promotes its business operations as based on Christian principles and ideals.

In at least two major metropolitan automobile manufacturing regions, a subsidiary of Allied Holdings, is shipping new Ford products to different parts of the country, using only non-union car haulers.

Virtually every non-union carhaul company in the nation, regardless of size, has taken part in this product movement, despite the best efforts of the local unions involved, particularly Local 604 in St. Louis.

The time to act is now, not tomorrow!

Mark Graham
Local Union 604
St. Louis, Missouri

Members' Rights

I am writing about our plight here at Local 107 in Philadelphia.

We have been under trusteeship since August 1996 and have not had an election since November 1995. More importantly, we have not had a monthly meeting in our union hall since September 1998. We have been holding meetings in the street in front of our hall because Gerald P. McNamara, the trustee, refuses to allow us in. McNamara was ordered by Washington to allow meetings in November.

Thomas C. Edwards
Local Union 107
Philadelphia, Pennsylvania

Retired in Dignity

For 26 years I have been a member of the best union in the world! The wage packages are great! I appreciate the health and welfare benefits provided for myself and my family.

Since the recent freight contract we have been able to enjoy our retirement and are directing our energies towards volunteering within the community.

Once again thank you, for helping us achieve our goals.

James C. Deely
Local Union 407
Cleveland, Ohio

Union's Future

When I first met Jim Hoffa about five years ago, I could never have imagined how long and arduous the journey to become IBT General President would be. I realize now that a new and more difficult journey lies ahead as Brother Jim and all members of good will strive to unify and restore the Teamsters to greatness.

The *Teamster* magazine makes it clear what we can do working together and that we all share responsibility for the future of our union.

Randy A. Miller
Local Union 773
Allentown, Pennsylvania

UPS Problems

I have been a driver for ten years and a steward for six years at UPS. The vast majority of my Brothers and Sisters feel that the seats in our P-500 vehicles are in dire need of upgrade.

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of *Teamster Magazine*, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your *Teamster* local number when you write.

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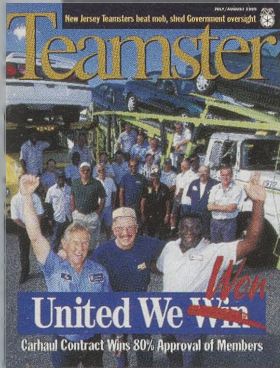
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Cover Story — Page 2

in this issue

**Carhauleders win
breakthrough contract**

**Anheuser-Busch
workers win job security**

**Members Celebrate
Union's New Era**

**Teamsters help
disaster victims**

**Local 560 members
take back union**

**Texas trusteeship
protects members'
rights**

Protecting Your Dues

Ask A Working Woman

**Overnite campaign
shifts gears towards
victory**

**Sunoco Workers Fight
for Justice**

**Don't Hang Out in the
"No-Zone"**

Historic Carhaul Victory Showcases Power of Teamster Unity

We have just emerged from the first big test of our new administration—the contract talks for 13,000 Teamsters who haul new cars across the U.S. As you will read in this issue, we have won a decisive victory. The successful carhaul contract sends a clear message to management—the Teamsters are back!

The campaign we waged to win a good contract shows our commitment to rebuilding the strength of the Teamsters through unity. We are making progress in healing the deep divisions that have weakened our union in recent years. As a result, the power flowing from the growing unity in the Teamsters union is a force that can overcome even the toughest employers.

While bargaining began in February, management stalled until the May 31 deadline approached. Despite earning record profits they demanded major concessions from our members. We drew a line in the sand and the members responded by giving the negotiators a 96 percent strike authorization vote.

Around-the-Clock Contract Talks

The talks came to a head over Memorial Day weekend with negotiators working around the clock. The possibility of a strike was very real as the contract was set to expire and the employers refused to back down. Carhaul members across the country prepared for strike action.

Management showed its first crack just hours before the contract was set to expire. They agreed to give up their demand for the right to use Mexican trucks and drivers to make deliveries. Beating this proposal was crucial to our members' job security. Sensing management was weakening, we extended the strike deadline for one day.

As negotiations wore on that night and into the next day, management was still demanding concessions and was unwilling to meet our needs. Hours before the new strike deadline, the employers still wanted:

- A 30 percent pay cut for new employees,
- Up to 20 percent of all employees to work part-time,
- And, small wage and mileage increases.

Teamsters Prepare to Strike

When our negotiators made it clear to the employers that we would strike if needed, the talks took a dramatic turn. The employers made an eleventh-hour proposal offering meaningful gains on issues such as pensions, health insurance and wages. Though management still wanted concessions, they were clearly feeling the pressure from our united membership and negotiating team.

The next day proved our instincts right.

Management backed down. Full victory was achieved. The Teamsters beat back all of the employers' demands for concessions and won:

- Breakthrough pension gains,
- Increased job security,
- And, significant wage increases.

This contract victory proves that a unified Teamster membership, supported by aggressive and experienced negotiators, can beat back demands for concessions and win real gains for members.

Clearly, the 4-to-1 approval of this contract by our carhaul members shows that strength in unity is the key to success for all 1.4 million Teamsters.

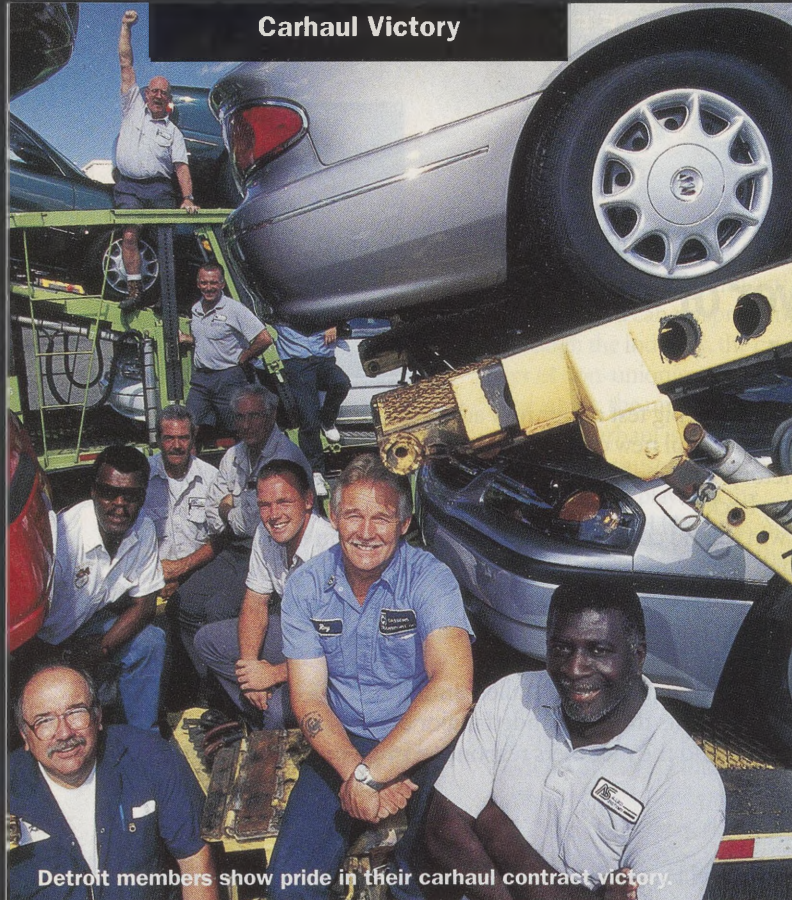
United, we won!

Faternally,

James P. Hoffa



Carhaul Victory

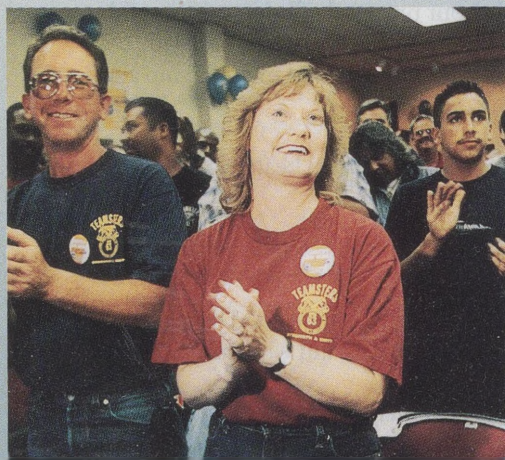


Detroit members show pride in their carhaul contract victory.



UAW President Steve Yokich and James P. Hoffa express union solidarity for the Teamster carhaul members at the Detroit rally.

Teamster Carhaulers Drive Home Historic Contract



The rank-and-file carhaulers were joined by friends and family at all three carhaul rallies.

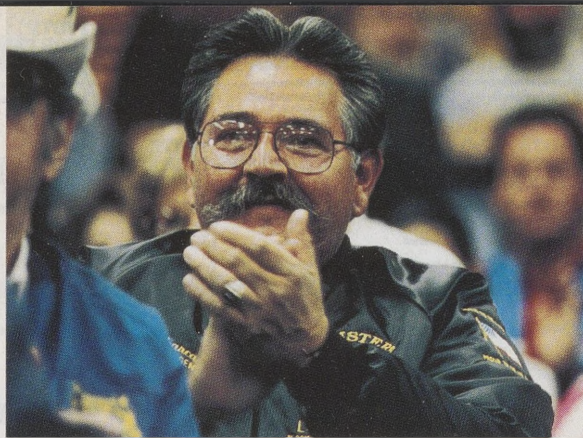


Carhaul supporters in Nashville were treated to a pro-union band.

Hundreds of carhaulers signed-up to volunteer for the contract campaign.



Teamsters from across the midwest rallied in Detroit for the first carhaul unity rally.



This California carhauler demonstrates his support for the negotiating team at the Los Angeles unity rally.

The votes are in and the ballots counted - Teamster carhaulers overwhelmingly ratified the National Master Automobile Transporters Agreement by a four-to-one margin.

"Teamster carhaulers have sent a very powerful message to management across the country - united we win," declared Teamsters General President James P. Hoffa. "We have established a new pattern for the Teamsters, we will no longer stand by and watch management step on the hard-working men and women of this country. This contract sets a new standard for all working people."

The contract brings to a successful conclusion the first major contract negotiation of the new Hoffa administration. The four-year agreement, which averted a national strike, secures breakthrough pension benefits including earlier retirement and retiree prescription drug coverage. The pact also includes significant wage increases and job security protections for the 13,000 Teamster carhaul members. Moreover, the contract prevents management from using underpaid Mexican drivers and unsafe Mexican trucks to deliver vehicles in the United States.

Teamsters from across the country came together in support of their carhaul brothers and sisters and to demand a good contract. More than 6,000 carhaulers, family members, friends and union supporters attended soli-

darity rallies in Detroit, Nashville and Los Angeles. More than 300,000 hits - individual visits - were made to the Teamsters website on May 31, June 1 and June 2. And, more than 20,000 calls were logged on the carhaul hotline during the campaign.

Teamster Unity

To demonstrate their determination to win a good contract, Teamster Carhaulers voted 96 percent to 4 percent to give their negotiating team the authority to call a strike, if necessary. This sent a message to carhaul management that if they continued to stonewall during contract talks, it would cause a strike.

Faced with a united union, carhaul management backed off its demands for concessions and agreed to meet the carhaulers needs in areas such as pensions, health care and wages.

The result of the campaign was a contract that was overwhelmingly ratified by Teamster Carhaulers across the country.

"I work hard. There's more to this job than driving a truck. It's physically demanding loading and securing cars, no matter how long the day," said Ernie Dortch, a 36-year carhauler who works for Allied Systems in Dearborn, Michigan. "This agreement means that I get to retire two years earlier and enjoy more of my life. It is a wonderful contract."

The contract vote marked the first time that both the Carhaul national agreement and all of the supplemental agreements were passed on the first vote or without a prolonged strike.

"This victory was made possible by the newly-united Teamster membership," Hoffa said. "Our brothers and sisters from across the entire union came together to support the carhaulers and their families. The members made this happen."

With a record turnout, carhaulers overwhelmingly ratified the national contract and its five supplements.

The National Contract
79.5% - 7,381 to 1,902

The Central-Southern Supplement
78.2% - 4,409 to 1,227.

The Central/Southern-Eastern Driveaway Supplement
60.3% - 484 to 318.

The Eastern Area Truckaway, Yard and Shop Supplement
92.6% - 1616 to 129.

The Western Area Supplement
74.0% - 764 to 268.

The State of Michigan Office Workers Supplement
81.8% - 18 to 4.

The situation was bleak. Anheuser-Busch had imposed a "final offer" stripping many of its 8,000 Teamster employees of basic union protections. A bitter workshop war raged on for 14 months with no hope of resolution in sight.

When the Hoffa administration took office in March, there were no negotiations, and no dialogue with the company. The union's bargaining power was wasted when the prior administration refused to strike and the company's final offer was imposed

Unlike the varying positions of the local union leaders, the members' response to the survey was clear: they wanted to end the hostilities and to feel secure about their jobs.

Though management had pledged not to change any part of its final offer, the company was now confronted with a unified message from the union, which was armed with the members' key priorities for a new contract. The momentum of the new administration brought Anheuser-Busch back to the table. Buttressed by

offers financial security for Teamster families with significant pay raises and new pension increases.

"We didn't win everything that we wanted in the new contract," Cipriani acknowledged. "But it was critical for us to find a solution that would give us an opportunity to rebuild the union and to provide new security for the members and their families."

Some local leaders wanted to deny the members the opportunity to vote on the proposed contract, mistakenly arguing that the union should wait to negotiate until the final offer expired.

"Holding to the status quo was never an option," Cipriani explained. "A final offer is not a contract. It has no end date and could go on indefinitely. The company's strong-arm tactics were weakening the union and putting the members at serious risk."

In the end, the new administration took a disastrous situation and turned it around to bring Anheuser-Busch back to the bargaining table. While the new agreement does not win everything that the members wanted, it achieves real gains ensuring job security, family stability and guaranteed contract protections.

UNITY OVERCOMES BITTER DISPUTE WITH AMERICA'S LARGEST BREWER

ANHEUSER-BUSCH TEAMSTERS WIN JOB SECURITY

on the members.

"Initially, I was disappointed about how fractured the union had become in its dealings with the company," said Jack Cipriani, the union's new director of the Brewery and Soft Drink division.

The local unions representing Anheuser-Busch employees advanced a wide variety of opinions about what it would take to settle the dispute—ranging from calling a strike to accepting the final offer as a contract.

Cipriani also reached out to the members for their views. The union polled the members on the status of relations with the company and on what they wanted in a new contract.

a clear understanding of the members' needs, Cipriani landed a contract with important new improvements. The proposed agreement offers unprecedented job security protection for Teamster members—a written commitment that Anheuser-Busch will keep open all 12 of its breweries nationwide for the five years of the proposed agreement.

Linked to the new job security protections for Teamster families is a guarantee to maintain health insurance coverage for five years at no cost to the members. Moreover, the new contract

YES =

- JOB SECURITY
- NEW CONTRACT PROTECTIONS

The proposed contract between the Teamsters Union and Anheuser-Busch offers real improvements on the company security.

The Choice Is Yours

A "YES" vote on this contract means family stability, a return of Union power, and unprecedented job security.

A "NO" vote is a vote to strike.

Should members choose to reject this contract, your strike authorization vote will be honored and we will strike Anheuser-Busch. A "YES" vote for ratification of this contract will bring this long, bitter dispute to an end.

What This Contract Provides:

- No Brewery Closings
- No Health Insurance Copays
- 13% Pay Raises
- \$500 Cash Bonus Tied to Company Stock
- Increased Safety and Attendance Incentives
- Any Medical Leave of Absence Now Qualified
- Modification and Protection of Drug Testing Procedures

VOTE YES FOR FAMILY SECURITY

MEMBERS CONSIDER 25% PAY RAISES, 80% PENSION INCREASES

Northwest Flight Attendants Vote On New Contract

It was a combination—a creative public pressure campaign, Teamster solidarity, and hard bargaining at the negotiating table—that Northwest Airlines' management couldn't beat.

After nearly three years of contract talks, public demonstrations, appearances at shareholders meetings, and internal organizing, Northwest flight attendants, members of Teamsters Local 2000, have won a tentative five-year agreement. The new pact provides major pay increases, historic pension improvements, and gives the workers important job security.

As the *Teamster* magazine went to press, the 11,000 Northwest flight attendants had not yet voted on the tentative agreement that moves them from the lowest paid unionized flight attendants to the highest.



Teamsters Local 2000 president and lead negotiator Billie Davenport addresses Teamsters and other union members at a rally outside a Northwest Airlines' shareholders meeting in New York City.



Hundreds of New York and New Jersey Teamsters attended the rally.

"This is the agreement that our members sent us to negotiate," said Billie Davenport, lead negotiator and Local 2000 president. "We couldn't have won this important victory without the hard work and support of the members of Local 2000 who demonstrated, handbilled, rallied, and lobbied to keep the pressure on Northwest management to do the right thing."

Under the terms of the tentative agreement, Northwest flight attendants will receive an average 14 percent pay increase at the date of signing and an additional 11 percent increase over the life of the contract.

Local 2000 members will immediately get a 3.5 percent bonus on all pay since August 1, 1996. For a flight attendant who had worked one year as of August 1, 1996, flying an aver-

age of 75 hours a month, this retroactive pay will total more than \$1,500. A flight attendant with six years of service will get a bonus of more than \$2,100. And, an attendant with 15 years will get nearly \$3,500.

The flight attendants will receive a 60 percent pension increase on the date of signing, and an overall 80 percent increase in the 54th month of the agreement. The agreement also provides the strongest job security language in the airline industry.



Faced with organized and determined union members, management adjourned the annual stockholders' meeting after only 20 minutes.

MEMBERS CELEBRATE NEW

Thousands Cheer Inauguration of Hoffa and the General Executive Board

Six thousand rank-and-file Teamsters from around the nation converged on Washington recently to celebrate the inauguration of Teamsters General President James P. Hoffa and the General Executive Board.

"Today is the beginning of a new era for the Teamsters. This inauguration should serve as a wake-up call to management - the Teamsters are back. We're united, we're strong and we're going to fight hard for the working people of this country," President Hoffa said.

Hoffa was sworn-in by his sister, Judge Barbara Ann Crancer, an Associate Circuit Judge in Missouri. Hoffa and Crancer are the only children of heralded Teamsters General President James R. Hoffa.

General President Hoffa has outlined four priorities for the Teamsters. "First, we must continue to heal the deep divisions within our great union. Second, we are going to establish and maintain fiscal viability within the Teamsters. Third, we will establish new procedures to ensure the Teamsters remain free of corruption. And, finally, we are going to focus on organizing and the growth of the Teamsters," Hoffa said.

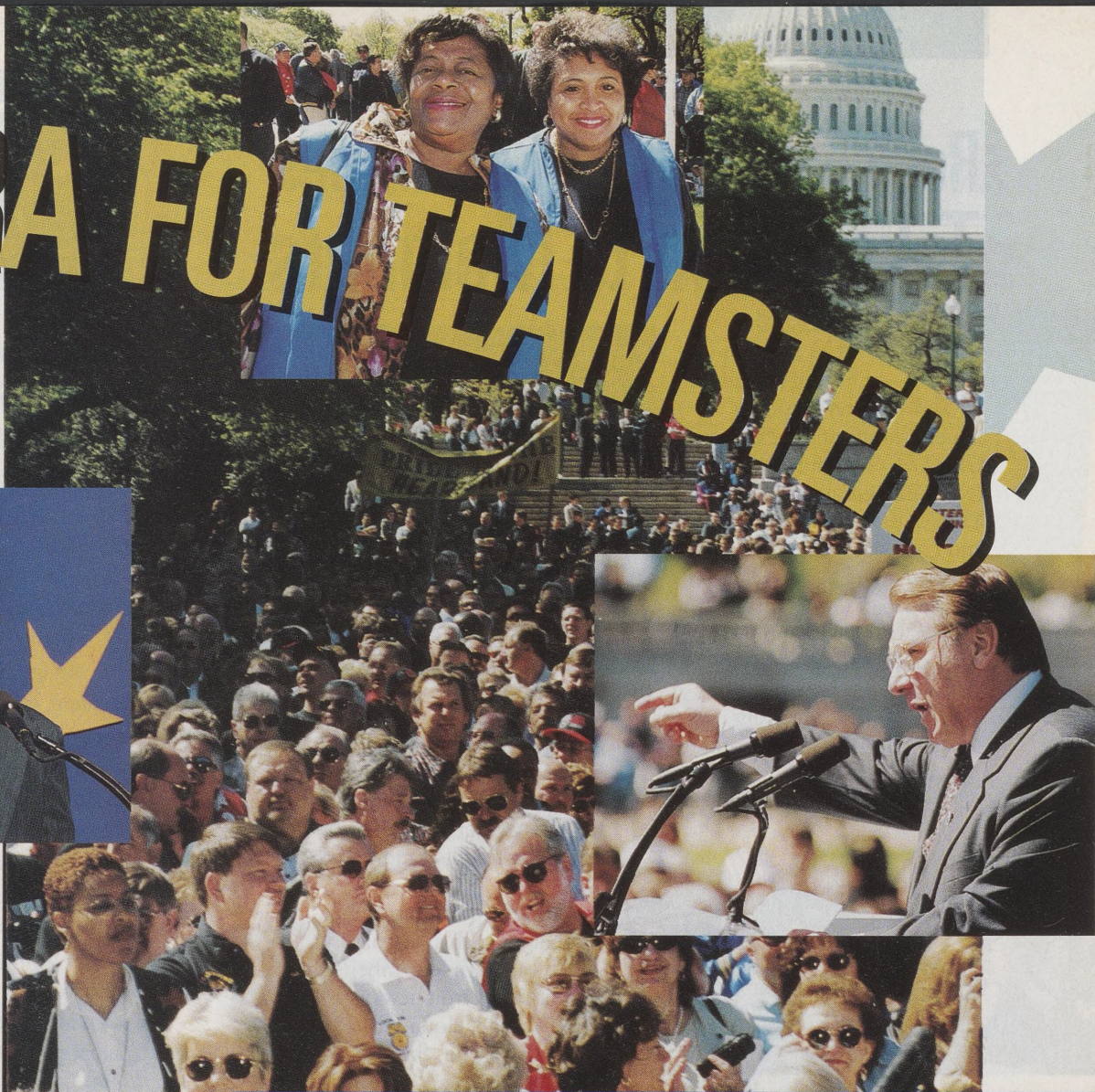
In his speech to members, General President Hoffa offered his vision for the future. "Let us here proclaim, on this sacred day, that the long nightmare has ended. That six years of division and distrust and dishonesty have ended. That our vision of the future has been realized. And, that this house of labor is no longer divided against itself but united to face the future."



IN ERA FOR TEAMSTERS



Emmanuel J. Cruz, 11-year-old son of Teamster Local 550 member Carlos Cruz, brought the crowd to its feet with a rousing rendition of the Star Spangled Banner.



RANK-AND-FILE FAMILY SWEARS IN UNION LEADERS

I was honored to be the one chosen out of our 1.4 million members. It was a privilege, an opportunity that any Teamster would appreciate," said Local 639 UPS driver, Tony Pinder who administered the oath of office to the new Vice Presidents of the International Brotherhood of Teamsters. Pinder continued, "Standing on that stage with President Hoffa and the General Executive Board told me a lot about how they feel about the rank-and-file."

Pinder, who makes deliveries to IBT headquarters, was accompanied by his wife Katrina, twelve-year-old daughter Tiffany, and seven-year old son Anthony. "It was a proud moment for my family and me. Most people see me as an everyday UPS driver, they have no idea that I am even a Teamster, let alone the Teamster who swore in the new General Executive Board in front of thousands of people."



Regional Inaugural Ceremonies Take Union to Members

More than 10,000 Teamsters from across North America joined General President James P. Hoffa and the General Executive Board for three recent Inaugural receptions. The events, in Dallas, Chicago, and Los Angeles, brought members together to celebrate the rebirth of the Teamsters and to prepare to take action to win good contracts for working families.

During the Inaugural events, President Hoffa spent hours meeting with members outlining his priorities. "We are unified, we are strong, and we are going to fight for every single member of this mighty union," he said.

Citing important contract campaigns such as Carhaul, Northwest Airlines, Anheuser-Busch, the Detroit newspapers, and Overnite, Hoffa called for Teamster unity as the key to victory.



Dallas



Los Angeles



Chicago



CYBERCAST OF TEAMSTER INAUGURATION MAKES HISTORY All Members Can Still View Ceremony

The Teamsters made union history with a live cybercast of the inauguration of General President James P. Hoffa and the General Executive Board. The ceremony was carried live in streaming audio and video on the Teamsters website so members throughout the United States, Canada and Puerto Rico could share in the event from their homes.

The cybercast will remain on the website through September 29, 1999. To view the event, log on to the Teamsters website at <http://www.teamster.org>. The software required for viewing this event (RealAudio's RealPlayer) can be downloaded from RealAudio Network's website at <http://www.realaudio.com>.

Making the installation available to members via the internet is the first step in the complete overhaul and redesign of the Teamsters website. General President Hoffa and the new General Executive Board encourage all members to log-on and witness the event.

Gardner Wins Election for Southern VP Post

Winning more than half the votes in a three-person race, Charlie Gardner, Local 745 secretary-treasurer, was elected as the Teamsters Union's new Southern Region Vice President. The rerun election was ordered by a U.S. District Court and completes the final stage of the election for positions on the International Union's executive board. Gardner (55 percent), who was endorsed by Teamsters General President James P. Hoffa, defeated Doug Mims (34 percent), a former running-mate of Ron Carey and Tom Leedham. Aaron Belk (11 percent), who ran on a platform supporting Hoffa, finished third.

Among the victims of the devastating tornadoes that swept through Oklahoma and Kansas recently are members of Teamsters Locals 886, 795 and 516.

Unfortunately, one member lost his beloved wife. More than 40 Teamster families from Local 886 have been left homeless.

In response, the International union is revamping its Disaster Relief Fund to assist union brothers and sisters in rebuilding their lives.

Contributions should be forwarded to the IBT Disaster Relief Fund, 25 Louisiana Avenue, NW, Washington, DC 20001.

Please make checks payable to the Teamsters Disaster Relief Fund. If desired, please indicate that the contribution is to assist victims of the Kansas/Oklahoma tornadoes.

The money will be used to assist union brothers and sisters in rebuilding their lives.

So far, contributions from Teamster locals and members helped the International Union's Human Rights Commission raise more than \$85,000 for the Teamster families who were victims of the Oklahoma and Kansas tornadoes.

Hurricane Heroes

Teamsters have a proud record of quick response to victims in need. When disaster relief organizations moved to assist the affected areas of the 1998 hurricanes, one of the first calls for volunteers went out to the Teamsters, who for decades have provided an invaluable service in getting emergency supplies moved.

Teamster Local 100's Nathan King and his wife, Brenda, (shown below) were invaluable volunteers during Hurricane *Bonnie*. As the hurricane approached, the Kings drove the Red Cross' Mobile Administrative Supply Unit (MASU) to a staging area in Richmond, VA. After *Bonnie* made landfall, they drove the 40-foot rig to the Red Cross disaster operations command center in Wilmington, NC.

John Coyler, a Teamster 100 retiree is another Red Cross hero. Throughout 1998, John took care of the MASU truck and recruited other Teamster retirees to become MASU drivers.

John has driven both short and long distances. In September, he played a pivotal role during Hurricane *Georges* by driving the truck around the southern part of the country.

TEAMSTERS PULL TOGETHER FOR DISASTER RELIEF



How the members of **LOCAL** **560** *reclaimed their union from the mob*



“There is nothing more important to this union than democracy. Our union must answer to only one interest — that of the membership.

There is no place in the union for corrupt, self-serving leadership and we cannot function properly under government supervision,” says Pete Brown after three months as president of Local 560

in Union City, New Jersey.

Brown and an executive board of reformers were swept into office last March in the local’s first democratic election in more than a generation.

Brown’s slate was elected with 55 percent of the membership vote. The closest rival slate gleaned a mere 29 percent.

Within days after he was sworn in as President on March 19, 1999, Brown began the difficult job of piecing together a local which had been demoral-

ized first by mob control and later by 13 years of government trusteeship. Local 560 made history earlier in the year when a federal court certified it as free and clear of corruption, returning the local to the control of its members.

Earlier in the year, as he ended the government’s supervision, Judge Harold Ackerman credited local members for their role in recovering their union. “The real heroes of this story are the members of this union. They wrested control from the evil-doers who had exploited them,” declared Judge Ackerman.

Rebuilding Local 560 remains a tough task. Three decades of unfettered mob domination had destroyed pensions and tainted the entire union.

Ackerman imposed federal trusteeship over Local 560 following a 1984 trial which disclosed evidence of bribes, kickbacks, payoffs, beatings and at least three murders. He named Ed Stier to administer the local.

Brown’s election marks a transformation for the troubled local that some 40 years ago came under the domination of mobsters led by Anthony Provenzano. Following Provenzano’s conviction and the exposure of corruption in the Local’s leadership ranks, Brown backed efforts to throw out the gangsters and replace them with new leaders dedicated to reform. At the time, Brown says, he was only one of many



“We are resolute, organized crime is a thing of the past in Local 560.”

—Pete Brown



rank-and-file members who were willing to stand up to then-President Mike Sciarra who had succeeded Anthony Provenzano's brother, Sammy Provenzano, in controlling the local.

For a time, Brown's voice was muzzled when he was fired from his job and lost his status as a shop steward at ABF. The firing briefly silenced one of Sciarra's most outspoken opponents, but that silence was only temporary. In 1993 Brown, a 31-year Teamster member became a business agent for Local 560 and resumed his outspoken battle for local members.

In testimony during court proceedings to end the trusteeship, Brown described a new agenda for Local 560. "I don't believe there is a true place for government in unions....we are a trade union. We feel we should have our own affairs to ourselves. However...we all know there is no place for organized crime in any union...I am resolute along with my executive board to see that not only does it not return to Local 560, but to any part of the International union or any local unions."

Federal trustee Ed Stier echoed the sentiments of a membership weary of external controls. He testified that the "the thousands of members of Local 560, the honest men and women of the union and their leadership have earned the right to have their union back."

The final step in the transformation came during March 19, 1999 swearing-in ceremonies where IBT General President James P. Hoffa, describing Local 560 members as "my partners in keeping the Teamsters union free of corruption," declared:

"The working men and women of Local 560 have set an example for ridding the union of both corruption and government oversight. Through hard work and the spirit of true reform, the members of 560 made the difference. They are the shining stars of trade unionists everywhere."

Hoffa Administration Trustees Texas Local For Failing to Serve Members

Demonstrating the commitment of the new Hoffa administration to member representation and services, the International union placed Local 19, in Grapevine, Texas, under trusteeship on June 18, 1999. According to General President James P. Hoffa, "My administration will take whatever action is necessary to ensure that members receive quality representation."

Local 19 is the first Teamster affiliate to be placed under control of the International Union since Hoffa assumed office in March. Local 19 President J.D. Potter, a long-time Hoffa supporter, resigned from office prior to the implementation of the trusteeship.

The Local has approximately 3,500 members in four states who work in airline-related industries, a majority at Southwest Airlines and Continental Airlines.

Hoffa named Joe Darmento, President of Local 2727 in Louisville, Kentucky, to serve as trustee until members are assured of quality representation on the job. Darmento is a former airline mechanic and a recognized industry expert. Local 19 Business Representative Mike Ellison will assist Trustee Darmento in running the day-to-day affairs of the local union.

"This is an extraordinary and important measure. We want to introduce changes that will result in the union providing full-representation and better service for the members of Local 19," stated Darmento.

Darmanto announced four immediate changes:

- The union will vigorously enforce all collective bargaining agreements;
- The trustee will report to the membership on union finances;
- Local union meetings will take place at locations closer to member worksites;
- A union newsletter will be published on a regular basis.

"The Teamsters will work to ensure that every member receives the representation that they deserve. We cannot allow inept leadership to jeopardize union members," added Hoffa.



"Local 19 Business Representative Mike Ellison discusses subcontracting at Southwest Airlines and the trusteeship with members David Brooks (center) and Mike Correll (right)."

Protecting Your Dues

HOFFA ADMINISTRATION ENDS FINANCIAL MISMANAGEMENT

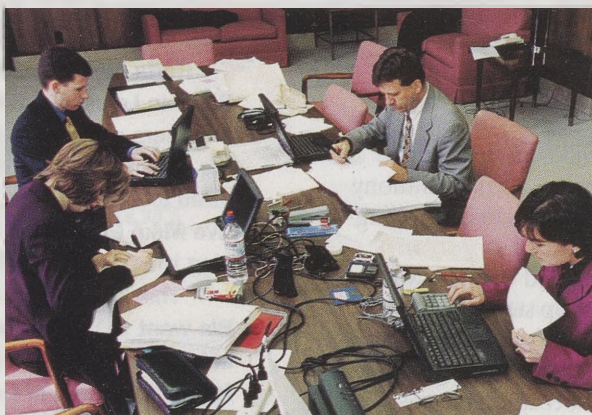
From 1991 to 1998, the union's assets plummeted from \$154 million to \$3.2 million according to an internal investigative report presented to the first meeting of the new IBT General Executive Board (GEB) last April. The investigation revealed that the union barely broke even last year.

Responding to the report, the GEB enacted a six point program of financial reforms, voting to implement budget and accounting systems which had been virtually ignored by the previous administration.

"Our investigation shows that the previous administration ran a spending program that guaranteed deficits. There was no accountability in the budgetary process," General President James P. Hoffa reported to the GEB.

"There were no penalties for overspending. There was no tracking of spending," Hoffa continued, adding:

"We are committed to righting this ship and implementing the tough reforms that are necessary to get the Teamsters back on our feet financially. We are going to make sure members' dues are protected and spent in a wise manner."



The new executive board hired a team of independent auditors to review the union's financial records. Their investigation uncovered reckless spending of Teamster dues.

growth. By squandering \$151 million in assets, the previous administration took advantage of members' dues and lost out on a significant opportunity to invest and earn more money for the union. Our administration wants to get back that lost income and build for the future of the union," Keegel continued.

No Budget, Big Spending

Under former President Ron Carey, the union spent more than \$700 million in member dues and assets. Federal officials barred Carey from holding Teamsters office in 1997, after finding that he had participated in a scheme to funnel dues money into his re-election campaign.

The report discloses that the prior administration never developed basic financial practices, including the adoption of an annual budget. All the investigators found was a Carey "spending plan" which provided no way to track the spending of dues money.

"Our first reform is to develop and implement budget and accounting systems," said General Secretary-Treasurer Tom Keegel. "The Teamsters' assets should be invested and protected in a continual effort to build for

Balanced Budget, No Dues Increase

"This first step of fiscal reform is just that — a first step. We are repairing years of financial mismanagement and pure carelessness," Keegel pointed out. "For the first time in years, the Teamsters will have a budget and that budget will be balanced. We will accomplish this without increasing members' dues. And, we are starting specific reforms to make sure all spending falls within the budgetary lines we have established."

New Union Leaders Cut Costs

THE NEWLY-ELECTED GENERAL EXECUTIVE BOARD HAS TAKEN SEVERAL STEPS TO CUT COSTS AND TO PROTECT THE MEMBER'S DUES INCLUDING:

1 Cut Bloated Payroll

The Hoffa administration made a commitment to cut the fat in Washington. Before the December election, the International staff had swollen to 600, many of whom had no clear job assignments. A staff reorganization will target savings to help bolster member service areas, specifically in contracts, organizing and political action.

2 Kill Perks for Defeated Officials

In one of their first official actions, the new General Executive Board killed a scheme by members of the defeated GEB to collect an extra three months of health insurance after leaving office. The Carey board had approved the extra coverage — to be paid by dues income — when it became obvious that they were headed for defeat.

3 Upgrade Check Processing

The internal payroll processing system is antiquated. Upgrading the way checks are processed will produce savings of \$250,000 immediately, and another \$10,000 to \$20,000 monthly in operational savings. The audit report noted that the old system actually cost the union \$50 for each paycheck processed.

4 Renegotiate Insurance Contracts

By renegotiating the health insurance plan for union personnel, the GEB

anticipates cutting costs by one-third, with no reduction in benefits. Through a review of all insurance costs, the GEB plan will achieve major savings in property and bond insurance, as well.

5 Replace Outdated Equipment

The previous administration spent more than \$700 million of Teamster dues, but very little of it went to improving services for members. Only one out of 75 staff at the IBT headquarters has internet access, leaving them unable to communicate with locals and members in an effective and timely manner. Most staff members are using computers with antiquated 386 processors, some of which are still equipped with the old 5-inch floppy disks. The Hoffa administration is currently upgrading the computer system at headquarters to improve member communications and service, as well as to improve staff productivity.

In another equipment upgrade, the GEB projects that a complete overhaul of the union's internal communications and telephone system will result in direct savings of approximately \$3 million per year. The installation of the new phone system will produce immediate savings of \$18,000 each month, including savings of up to 50 percent on credit card calls and 10 percent on cellular calls.



6 Sell the Luxury Condominium

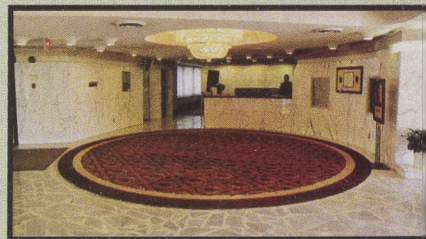
The new Executive Board is selling a luxury condo where a top official of the Carey Administration lived at the members' expense.

Full-time staff, huge chandeliers, plush carpeting and lots of marble greeted visitors to the condo (shown below). The penthouse patio offered a panoramic view of the national monuments, the Pentagon and the Potomac River.

Monthly condo fees also paid for a swimming pool, card room, underground parking and other fancy amenities.

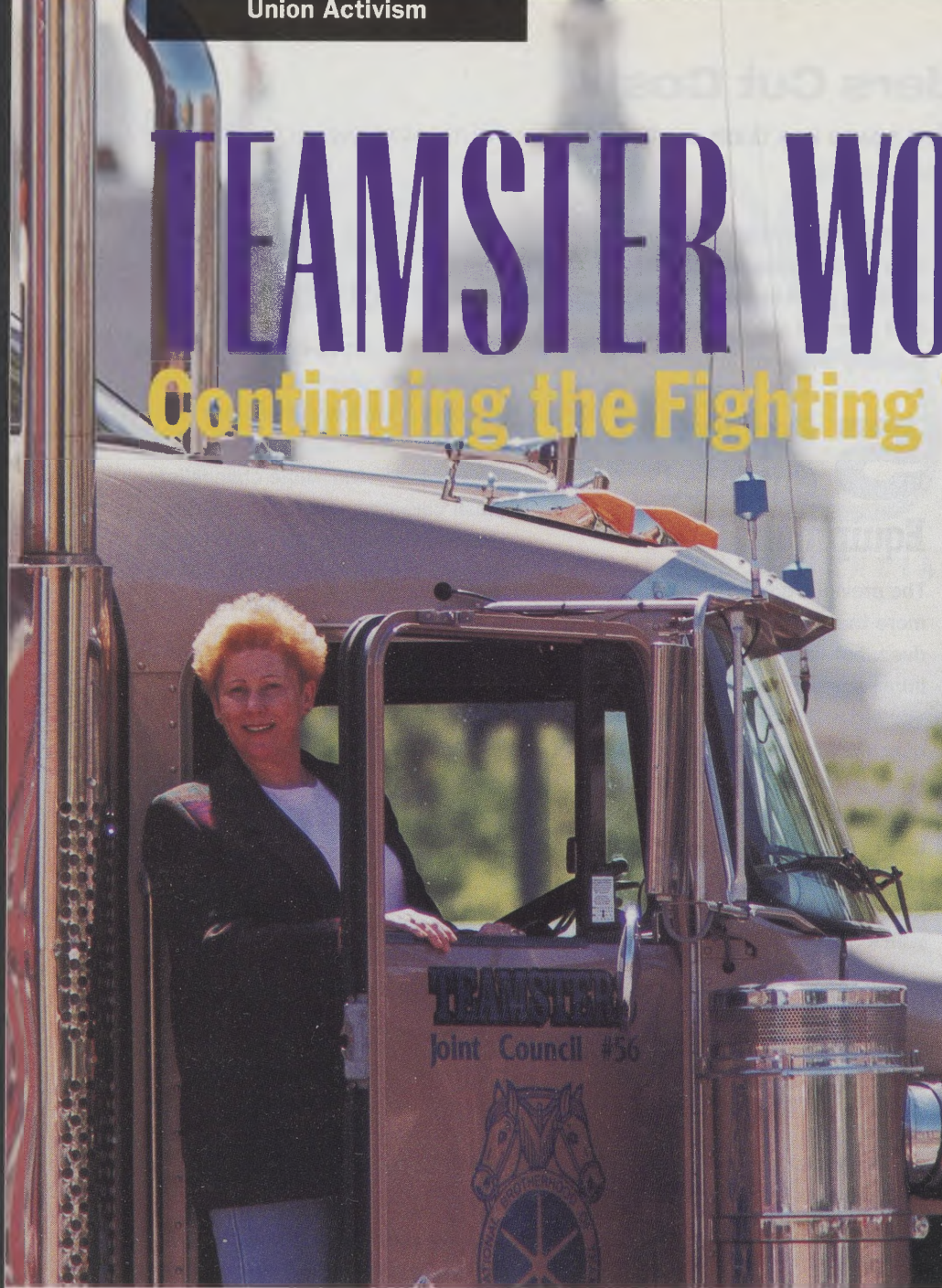
"Luxury condo? I thought those perks had been sold. Carey told me so!" said Anthony Murietta a member of Local 763 in Seattle, Washington.

The new GEB expects to get a high sales price for the condo. Proceeds will be put into the union's treasury.



TEAMSTER WOMEN:

Continuing the Fighting Tradition



Truckdriver, Linda Giles is one of the many women activists/leaders in the Teamsters Union.

Woman "mans" forklift truck as part of the WWII wartime effort.



In 1996, women were paid 74 cents for every dollar men received. Over a lifetime of work, losing 26 cents-on-the-dollar adds up.

According to a recent study by the AFL-CIO, the average 25-year-old working woman will lose \$523,000 to unequal pay during her working life.

Addressing issues of concern to women has been a long-held Teamster tradition. The union was at the forefront of the struggle for working women to earn equal pay. Teamsters raised the issue 85 years ago when women entered the workforce during

World War I and earned significantly lower wages than men for performing the same work.

Although equal pay became law in 1963, women are still paid less than men are, even when they have similar education, skills and experience. Teamster women are working closely with other union men and women to close the gap.

Today's rank-and-file Teamster women are becoming more active in the Teamsters union, with many holding leadership positions.

Teamster men and women are par-

ticipating in the AFL-CIO's "Ask A Working Woman Survey" (on opposite page). The results of the survey will help all unions address issues of concern to women.

WOMEN: Please fill out the survey and return it to the IBT Human Rights Commission. **MEN:** You can help too! Please give the survey to a working woman.

ASK A WORKING WOMAN SURVEY

Discuss the questions below in a group if you can—whether it is two of you over coffee or 2,000 at a conference—or answer it on your own. Everyone should fill in her own form and send it on to *International Brotherhood of Teamsters, Human Rights Commission, 25 Louisiana Ave., NW, Washington, D.C. 20001.*

Your concerns will be added to those of thousands of other working women and will set the priorities for change in workplaces and in laws. We'll present the findings at **WORKING WOMEN CONFERENCE 2000** in Chicago, March 11-12, 2000.

ALL SURVEY RESPONSES ARE KEPT COMPLETELY CONFIDENTIAL.

1. If you could make changes on the job, what would be your highest priorities? CHECK THREE.

- ☐ Child care and after-school care
- ☐ Elder care
- ☐ Equal pay
- ☐ Higher pay/promotions
- ☐ More control over work hours
(shift work, overtime, truly flexible schedules)
- ☐ Respect on the job
- ☐ Safe work environment
- ☐ Retirement security
- ☐ Health insurance
- ☐ Fair pay and benefits for part-time, temporary and contract workers
- ☐ Job security
- ☐ Stronger programs to end discrimination and sexual harassment
- ☐ Career development and training

2. Indicate your top TWO choices for laws that would most improve your life as a working woman.

- ☐ Stronger equal pay/pay equity laws
- ☐ Laws to improve the quality and affordability of child care and after-school care
- ☐ Laws to improve the quality and affordability of health care
- ☐ Laws to strengthen pensions and Social Security to make retirement more secure
- ☐ Laws to expand Family and Medical Leave and to provide for paid leave
- ☐ Laws to ensure that workers who are in part-time, temporary or contract jobs are treated fairly when it comes to pay and benefits
- ☐ Stronger Affirmative Action laws to provide more opportunities for all women
- ☐ Other (please specify) _____

3. Do you think an organization for working women could help you achieve some of these goals?

- ☐ Yes ☐ No

What are the qualities or characteristics you want in an organization? (For example, listens to your concerns; enough clout to get the job done.) _____

4. We will elect a new President of the United States in 2000. If you could tell him or her one thing about what it's like to be a working woman, what would you say?

5. We'd like to know a little about you. This will help us know that we are reaching a wide variety of working women. All of this information is confidential.

Age _____

Occupation _____

Do you work ☐ Part-time or ☐ Full-time?

Do you work more than one job? ☐ Yes ☐ No

Do you have children under 18? ☐ Yes ☐ No

If yes, how many? _____

Are you caring for an elderly or disabled adult?

☐ Yes ☐ No

What is your yearly income? _____

Marital status: ☐ Married ☐ Unmarried with partner

☐ Single, Widowed, Divorced

What is your race/ethnicity? _____

Are you a member of a union? ☐ Yes ☐ No

If yes, _____ Union _____ Local

What other organizations, if any, are you a member of? _____

YES! I want to get the results of this survey and would like more information about **Working Women Conference 2000.**

Name _____ Organization/Union _____ Local _____

Street Address _____ City _____ State _____ Zip Code _____

Home Phone _____ Work Phone _____ E-mail _____

Another Attack on Workplace Health and Safety

House leaders, in conjunction with UPS and the American Trucking Association, have introduced the so-called "Workplace Preservation Act." This legislation would unnecessarily delay OSHA's plans to issue an ergonomics standard in the year 2000 that would reduce lifting and repetitive motion injuries.

Anti-worker House leaders want to delay any standard for another two years while the National Academy of Science (NAS) studies the issue. The problem — NAS has already completed a review of the scientific evidence and concluded that ergonomic hazards at work cause musculoskeletal disorders. NAS also concluded that there are ways to prevent these disorders.

Call, write, or e-mail your Representative and urge him or her to oppose H.R. 987 and any legislation that would delay or prohibit OSHA's ergonomic standards.

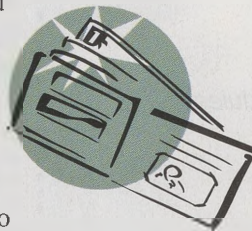


Watch Your Wallet

Big business and the Congressional leadership are trying to stick their hands in your pocket again. It's not bad enough that too many working families need two and three paychecks to make ends meet.

Now, they want to reduce the size of your paychecks too. Here are three bills Congress wants to pass to take away your hard-earned money:

1. The "Working Families Flexibility Act of 1999" (H.R. 1380). This bill allows employers to give compensatory time instead of overtime pay now required after 40 hours per week.
2. The "Sales Incentive Compensation Act" (H.R. 1302) is back. You probably remember this bill from last year — the one that could have exempted 80 to 90 percent of all Teamster route sales drivers from federal laws guaranteeing overtime pay and minimum wage requirements.
3. The "Rewarding Performance in Compensation Act" (H.R. 1381). This anti-worker proposal would effectively repeal the 40-hour work-week by allowing the conversion of an employee's overtime wages to a piece-rate formula, thereby eliminating any overtime premium at all.



Call, write, or e-mail your Representative today and urge him or her to oppose H.R. 1380, H.R. 1302 and H.R. 1381.

Collect Your Full Pension

Section 415 of the Internal Revenue Code lowers the pension benefits paid to workers in defined-benefit, multiemployer pension plans. Because of Section 415 limits, the pension benefits paid to many workers in these plans — benefits they have earned — are being unfairly reduced.

Congress can fix this injustice by passing legislation that would change the tax code pension limits so that working people could receive the full retirement benefits they have earned. Three bills that will address this problem have been introduced in Congress — H.R. 1102, H.R. 1287 and S. 741.



Call, write, or e-mail your Representative and urge him or her to support H.R. 1102 and H.R. 1287. Call your Senators and urge them to support S. 741.

Call, write, or e-mail your Senators and Representative.

**Senator
U.S. Senate
Washington, D.C. 20510
(202) 224-3121**

**Representative
U.S. House of Representatives
Washington, D.C. 20515
(202) 224-3121**

Teamster Members and Overnite Workers Demonstrate at Overnite's Chicago Terminal



Three hundred Teamster members from across the country recently joined in solidarity with Overnite workers for a demonstration in front of Overnite Transportation's Chicago terminal.

Although it was not a strike, the extraordinary show of solidarity apparently terrified the terminal manager because he quickly shut down the facility for about an hour and refused to let trucks in or out.

Word of the solidarity demonstration quickly spread across the country, energizing Teamster supporters throughout the Overnite system.

"It boosted our confidence enormously," said John Culberson, road driver from Overnite's Atlanta hub.

"First, Mr. Hoffa walks our dock in Atlanta, then three hundred Teamsters join our brothers in Chicago for a demonstration of solidarity. This is why we voted to be Teamsters."

The demonstrations were timed to coincide with the resumption of contract negotiations, which began on the same day in Chicago.

From Portland, Maine to Portland, Oregon, from Miami to San Francisco, Teamster locals across the country staged similar informational demonstrations.

"We will either have a contract with Overnite, or we'll shut this company down," said John Murphy, International Vice President and Director of Organizing.



Sunoco Workers Win Justice

After striking for 165 days, more than 100 Teamster members employed at a Sunoco lubricant refinery in Yabucoa, Puerto Rico, will return to their jobs with their heads up and with a new contract.

After days of hard bargaining, the members of Teamsters Local 901 and the company reached an agreement. It was ratified by a wide margin.

The workers will return to the refinery wearing stickers reading "165

Dias de Solidaridad con Dignidad (165 Days of Solidarity and Dignity)" in celebration of their victory.

The workers, mechanics, technicians, and operators at the refinery, went on strike February 16 when the company implemented its final offer. The offer contained severe cuts in salaries and health care coverage.

In addition to picketing the refinery, the striking workers took their case to the public. The workers spoke to community groups in various U.S. cities. And, they met with shareholders at Sun Oils' (Sunoco) annual meeting.

The intensive community campaign paid off when the company agreed to come back to the negotiating table.

In an effort to end the strike and public campaign, the company agreed to restore the workers' medical cover-



age, restore most of the wage cut, pay bonuses of \$1,200 for the first year and \$400 for the second and third years, and to improve the method of paying workers injured on the job.

Workers will be able to earn an additional \$1,300 during the first year of the contract through a "pay-for-performance" plan in which union stewards serve as advisors.

"We struck together. We stuck together. And, we won together," said Local 901 president Jose' E. Cadiz. "The company thought we wouldn't fight back. We did and we won."



Top UPS Execs Get Fatter Paychecks, While Refusing to Create More Jobs

As the second anniversary of the UPS strike approaches, the Teamsters are in arbitration with the company over its refusal to honor its pledge to create 10,000 new full-time jobs.

In the agreement which ended the two-week, August 1997 strike, the company agreed to create 10,000 new full-time jobs from existing part-time positions.

Union lawyers have presented the Teamster case to the arbitrator. The company is slated to defend its position in late July.

While stonewalling creating new jobs, UPS has no problem rewarding its top management.

Despite his role in causing the August 1997 strike, James P. Kelly, UPS chair and chief executive officer, has received nearly \$200,000 in salary increases, almost \$140,000 in bonuses, and nearly 30,000 additional shares of company stock, between 1996 and 1998.

John W. Alden, UPS vice chair, received more than \$100,000 in salary increases, more than \$100,000 in bonuses, and almost \$10,000 additional shares of stock during the same period.

UPS is making money. According to the it's annual report, annual revenue increased by \$2.3 billion between 1997 and 1998, from \$22.4 billion to \$24.7 billion.

Teamsters Stall Yellow Freight's Move

Freight management got a shock recently when the Teamsters union showed that there is a new commitment to safeguarding the members rights in the National Master Freight Agreement.

For the first time in many years, union panelists deadlocked, or stopped, a request for a change of operations by a freight company. Yellow Freight had proposed to shift Teamster members to new home domiciles in the midwest and in other areas across the U.S. Union panelists rejected the company's request because of concerns about how it would impact seniority, job security and dispatch rules.

"In the past, change of operations were a backdoor method for employers to obtain relief that put Teamster members' seniority and job security in jeopardy," declared Phil Young, the Teamsters' freight director, who chaired the union panel. "That practice will not be allowed by the Hoffa administration. Change of operations will have to be in full compliance with the contract."

Yellow Freight can reapply for approval of the change, but the union freight panel has made it clear that it needs assurances that both the members' rights and the contract will be protected in any new proposal.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF,

-v-

International Brotherhood of Teamsters, et al.,

DEFENDANTS

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on August 4, 1998, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 377 member Lawrence P. Garono ("Garono") for bringing reproach upon the IBT by knowingly associating with a member of organized crime, in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated August 11, 1998, Tom Sever, Acting General President of the IBT, advised the IRB he had adopted and filed the recommended charges against Garono and that the charges were referred back to the IRB for adjudication; and

WHEREAS on August 17, 1998, at the direction of the IRB, John J. Cronin, Jr., the IRB administrator, notified Garono by UPS overnight letter that a hearing was scheduled for September 10, 1998, at 10:00 a.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Garono the opportunity, in the alternative, to have the hearing in Cleveland, Ohio, if he were to reply within five days stating his preference; and

WHEREAS after Garono failed to notify the IRB of his preference, the IRB located him at the Euclid City Jail in Euclid, Ohio, and forwarded to him by letter dated August 31, 1998, a copy of the notice of hearing, along with the IRB Report and exhibits, and advised Garono that the hearing was postponed until further notice; and

WHEREAS by letter dated September 14, 1998, the IRB gave notice to Garono that the hearing was rescheduled for

November 18, 1998, at 10:00 a.m., in Washington, D.C., and informing Garono that he may file any materials for his defense in writing if he was unable to attend the hearing; and

WHEREAS on November 18, 1998, the noticed hearing went forward before the IRB and Garono did not attend and was not represented at the hearing; and

WHEREAS the hearing proceeded with testimony taken from Federal Bureau of Investigation ("FBI") Special Agent Ronald E. Helmick in which Special Agent Helmick testified that the information contained in his declaration was true with one amendment; and

WHEREAS Special Agent Helmick's declaration states that the FBI considers Lenine Strollo ("Strollo") to be a member of the Pittsburgh La Cosa Nostra ("LCN"), and further states that the FBI considers Lawrence P. Garono ("Garono") to be one of Strollo's key associates in organized crime activities; and

WHEREAS having reviewed the IRB's February 2, 1999 Opinion and Decision and all accompanying exhibits, including Special Agent Helmick's declaration, this Court finds that the charge against Garono has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Garono was guilty; and

WHEREAS accordingly, this Court finds that Application LXII of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXII of the Independent Review Board regarding the charges and sanctions imposed against Lawrence P. Garono is GRANTED.

SO ORDERED.

DATED: New York, New York

February 23, 1999

Alvin B. Fuchs

U.S.D.J.

NOTICE TO FORMER HEMINGWAY TRANSPORT AND BRISTOL TERMINALS EMPLOYEES

The federal Bankruptcy Court approved distribution of funds to claimants in the Hemingway Transport and Bristol Terminals bankruptcy. The following is a list, by Local Union affiliation, of former Hemingway employees for whom the Bankruptcy Trustee does not have current addresses, and therefore, may have uncollected funds being held by the Court.

Local 25

Richard Chobanian
William H. Fowler
John McCann
Thomas R. Morgan, Sr.
Henry R. Murphy
Robert W. O'Halloran

Robert R. Perry

John Tucker
William H. Whelton

Former Local 27

(now Local 813)
Melvin J. Duncan

Local 29

Edgar R. Gibson, Jr.
D.D. Hutchinson

Local 557

Frank Brocato
James E. Carter

Luther R. Clark

Howard Craig, Jr.
Elias Fodel
Oscar Roe Garey, Jr.
Titus Green
Henry R. Holden
Robert S. Jones

Harvey C. Meek

Richard L. Mitchell
E.L. Robinson
Joseph H. Sharman
Jeffrey Ross Weaver
Milton B. Willis

If you have information regarding the current addresses or the whereabouts of these individuals, or their families, please contact James A. McCall, Special Counsel, of the IBT Legal Department, 25 Louisiana Avenue, N.W., Washington, D.C. 20001, (202) 624-6935.

REPORT XLIV TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Grant Crandall
Frederick B. Lacey
William H. Webster

DATED: April 28, 1999

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-fourth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including eleven new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. NEW INVESTIGATIVE REPORTS

A. J. D. POTTER - Local 19, Grapevine, Texas

On December 15, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning Local 19 President J. D. Potter. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by testifying falsely about the source of a contribution made to James Hoffa, and also testifying falsely to the Election Officer. On December 21, 1998, Mr. Sever notified the IRB that he filed the charge. On April 19, 1999, the IBT notified the IRB that it had referred the charges to Joint Council 80 to be heard by panel members not directly involved in the election.

B. THOMAS RYAN - Local 107, Philadelphia, Pennsylvania

On December 10, 1998, the IRB issued an Investigative Report to the President of Joint Council 53 concerning former Local 107 President Thomas Ryan. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by continuing to be involved in IBT affairs, including the IBT election, while suspended from all IBT-affiliated positions and IBT membership, in violation of the IBT Constitution. Joint Council 53 filed the charge, held a hearing, and found Ryan guilty as charged. Ryan was permanently barred from all IBT-affiliated positions, including membership in the IBT and prohibited from receiving compensation from the IBT or any IBT-affiliated source. On February 18, 1999, the IRB notified Joint Council 53 that its decision was not inadequate. On April 22, 1999, the IRB received a copy of counsel's appeal to the General President on behalf of Ryan with respect to the Joint Council 53 decisions.

C. CHRISTOPHER P. ROACH AND ROBERT J. SPENCER - Local 337, Detroit, Michigan

On December 14, 1998, the IRB issued an Investigative Report to the President of Joint Council 43 concerning former member Christopher P. Roach and Business Agent Robert J. Spencer. The Investigative Report recommended that Roach be charged with being an employer ineligible for membership in the IBT and in collusion with Spencer entering into a sham collective bargaining agreement to fraudulently obtain membership in

Local 337. The Investigative Report recommended further that Spencer be charged with allowing an employer to maintain a sham membership when he entered into a sham collective bargaining agreement with Roach, an employer ineligible for membership. Joint Council 43 filed the charges, held a hearing on Roach on February 8, 1999, and found Roach guilty as charged. He was permanently barred from the IBT and any IBT-affiliated entity. On February 18, 1999, the IRB notified Joint Council 43 that its decision was not inadequate.

A hearing on Spencer was held April 8, 1999, but counsel for Spencer notified the panel that Spencer was not well enough to attend. The question of whether the hearing panel should reopen the record to allow Spencer to offer evidence in support of his position on the charges is before the IRB.

D. DANIEL SLEMKO - Local 362, Calgary, Alberta, Canada

On February 16, 1999, the IRB issued an Investigative Report to Acting General President Tom Sever concerning Local 362 member Daniel Slemko. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by engaging in a scheme to collect from another member eight 1996 IBT Rerun Election ballots which he mailed to be counted by the Election Office after personally marking three blank ballots. Mr. Sever notified the IRB that he filed the charge. On April 19, 1999, the IBT notified the IRB that it had referred the charge to Joint Council 90 to be heard by panel members not directly involved in the election.

E. LEO H. CONNELLY - Local 377, Youngstown, Ohio

On February 16, 1999, the IRB issued an Investigative Report to Acting General President Tom Sever concerning Local 377 member Leo H. Connelly. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by knowingly associating with La Cosa Nostra member Lenine Strollo. On February 22, 1999, Mr. Sever notified the IRB that he had adopted and had filed the charge against Connelly and he referred the charge back to the IRB for a hearing. The IRB scheduled a hearing for May 14, 1999.

F. ANTHONY F. ANTOUN - Local 377, Youngstown, Ohio

On February 16, 1999, the IRB issued an Investigative Report to Acting General President Tom Sever concerning Local 377 member Anthony F. Antoun. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by associating with Lawrence Garono, an associate of La Cosa Nostra member Lenine Strollo. On February 22, 1997, Mr. Sever notified the IRB that he had adopted and had filed the charge against Antoun and he referred the charge back to the IRB for a hearing. The IRB scheduled a hearing for May 14, 1999.

G. JERRY MORRISON - Local 377, Youngstown, Ohio

On April 20, 1999, the IRB issued an Investigative Report to the Local 377 Executive Board concerning former Local 377 Recording Secretary and business agent Jerry Morrison. The Investigative Report recommended that he be charged with engaging in deceptive and dishonest conduct and bringing reproach upon the IBT by entering into a sham collective bargaining agreement without a contract ratification meeting. In addition, the agreement was designed to benefit the company and not the employees. On April 27, 1999, the Local 377 Secretary-Treasurer notified the IRB that the Executive Board will hold a hearing and forward a final written report to the IRB.

H. EDWARD DOYLE, SR. - Local 456, Elmsford, New York

On December 14, 1998, the IRB issued an Investigative Report to the President of Joint Council 16 concerning President Edward Doyle, Sr. The Investigative Report recommended that he be charged with embezzling Local property, accepting a thing of value from an employer, bringing reproach upon the IBT and breaching his fiduciary duty to the members. Doyle allegedly arranged for the trade-in of at least four Local vehicles to an employer at below market values. In turn, he arranged for the dealer to make these vehicles available to himself, a family member, and others at deflated prices, to the detriment of the Local.

As a result of this pattern of conduct, he allegedly deprived the Local of approximately \$18,335 in credits from the dealer which would have been credited toward the purchase of new vehicles. Moreover, he allegedly personally benefited from this pattern of conduct by purchasing two vehicles which resulted in, at least, an \$11,000 benefit to him. Joint Council 16 filed the charges and held a hearing on January 26, 1999. In its decision of March 3, 1999, Joint Council 16 dismissed the charges against Doyle. On April 22, 1999, the IRB notified Joint Council 16 that it found not responsibly decided and inadequate the Council's March 3, 1999, decision and gave the Council ten days to set forth any and all additional actions it has taken or will take to correct the defects.

I. ARMANDO PONCE AND JOSEPH GIRLANDO - Local 810, New York, New York

On February 16, 1999, the IRB issued an Investigative Report to Local 810 President Lou Smith concerning charges against Local 810 member Armando Ponce and former Local 875 member Joseph Girlando. The Investigative Report recommended that each be charged with bringing reproach upon the IBT by conspiring to embezzle and embezzling \$100,000 from the Local 875 Welfare Fund "A". Local 810 scheduled a hearing for May 27, 1999.

J. RONALD DYSON - Local 813, New York, New York

On April 22, 1999, the IRB issued an Investigative Report to General President Hoffa concerning Local 813 member Ronald Dyson. The Investigative Report recommended he be charged with bringing reproach upon the IBT by knowingly associating with Michael Sciarra, a member of organized crime, after Sciarra was permanently barred from the IBT and enjoined from participating in union affairs. On April 26, 1999, General President Hoffa filed the charge and referred the matter back to the IRB for a hearing.

III. STATUS OF PREVIOUS IRB CHARGES

A. LON FIELDS - Local 89, Louisville, Kentucky

In the last issue of the *Teamster* magazine, we informed you of a charge against Local 89 President Lon Fields, alleging that he brought reproach upon the IBT by intentionally causing an inaccurate Campaign Contribution and Expenditure Report to be filed by the Carey Campaign. Fields gave \$5,000 cash each to four members whom he then directed to make contributions to the Carey Campaign which misrepresented the source of the funds. This action resulted in the Carey Campaign filing a false report in that the true source of the contributions was not disclosed. Mr. Sever filed the charge and appointed a hearing panel to hear the charge. However, Mr. Fields signed an agreement whereby he permanently resigned from all positions with the IBT

and any IBT affiliates. Judge Edelstein approved the agreement on March 5, 1999.

B. WILLIAM C. WRIGHT, JR. AND VINCENT N. LASITA - Local 100, Cincinnati, Ohio

In the last issue of the *Teamster* magazine, we informed you that Local 100 President William C. Wright, Jr., and Secretary-Treasurer Vincent N. Lasita allegedly engaged in a pattern of violating the Local's Bylaws and the IBT Constitution. Each allegedly failed to describe accurately in the minutes, as required, a salary increase the Executive Board granted to them and other Executive Board members and the making of substantial non-routine expenditures of Local monies for Local roofing and air conditioning equipment purchases. Each also allegedly failed to disclose to members and failed to obtain the consent of the Executive Board and the membership where required under the Bylaws for the hiring of Wright's spouse as a clerical employee of the Local.

Joint Council 1 filed the charges, its panel held a hearing and it adopted the panel recommendations that the charges should be dismissed except as to the hiring of the Local President's spouse as to which it ruled that Wright and Lasita should inform the membership of the salary changes. The IRB notified Joint Council 1 that the decision and sanction were inadequate. A decision of the Executive Board of Joint Council 1 on March 16, 1999, found Wright and Lasita guilty and suspended each from his office at Local 100 for three months. On April 15, 1999, the IRB notified Joint Council 1 that its decision and action on the charges were inadequate. An IRB hearing will be scheduled.

C. WAYNE L. GIBSON, WARREN STACPOOLE, ROBERT FLETCHER, MARTY TAYLOR, DOUG PILKEY, FLOYD SHANTZ AND CLIFF WILSON - Local 141, London, Ontario, Canada

In the last issue of the *Teamster* magazine, we informed you that the Executive Board of Local 141 refused to allow a books and records examination to determine, among other things, whether the Local's principal officer and others may have embezzled funds or otherwise breached fiduciary duties to the members of Local 141. On December 8, 1998, Mr. Sever filed the charge against the Executive Board members. On December 17, 1998, counsel for Local 141 advised Mr. Sever and the IRB that the Executive Board decided to allow the Chief Investigator to conduct the books and records examination. The examination was conducted, and on March 12, 1999, the IRB notified Acting General President Sever that the IRB-proposed charges should be withdrawn. The charges were withdrawn.

D. THEODORE N. FURSTMAN, JR. - Local 282, Lake Success, New York

In past issues of the *Teamster* magazine, we informed you of a charge against Local 282 member Theodore N. Furstman, Jr., for allegedly bringing reproach upon the IBT by knowingly associating with Robert Sasso after he was permanently barred from the IBT and when Sasso was a convicted labor racketeer, and by violating the 1989 Consent Decree by which he and all other IBT members were enjoined from knowingly associating with a barred person such as Sasso. Trustee LaBarbera filed the charge against Furstman. Acting General President Tom Sever appointed a panel to hear the charge and a hearing was held on September 29, 1998. On December 11, 1998, Mr. Sever permanently barred Furstman from membership in Local 282 and any IBT entity and from holding office or employment with the IBT or any of its affiliates. On January 26, 1999, the IRB notified Mr. Sever that the decision was not inadequate.

E. LAWRENCE P. GARONO, - Local 377, Youngstown, Ohio

In past issues of the *Teamster* magazine, we informed you of a charge against Local 377 member Lawrence P. Garono alleging that he brought reproach upon the IBT by knowingly associating with La Cosa Nostra member Lenine "Lenny" Strollo. On August 11, 1998, Mr. Sever notified the IRB that he had adopted and had filed the charge against Garono and he referred the charge back to the IRB for a hearing. The IRB held a hearing on November 18, 1998. The IRB decision found Garono guilty as charged and permanently barred him from the IBT and any IBT affiliates. On February 23, 1999, Judge Edelstein approved the IRB decision. His memorandum and order are printed in full in this issue of the *Teamster* magazine.

F. DAVID P. MANGINE - Local 377, Youngstown, Ohio

In past issues of the *Teamster* magazine, we informed you of the charge against Local 377 member David P. Mangine for failing to appear for a sworn in-person examination. Charges were filed by the Local 377 Executive Board on September 22, 1998, and sent to Joint Council 1 for a hearing. The hearing was held on November 13, 1998. The Joint Council 1 panel found Mangine guilty as charged and on December 29, 1998, the Joint Council 1 Executive Board permanently barred Mangine from membership in the IBT. On January 27, 1999, the IRB notified the Joint Council 1 Executive Board that its decision was not inadequate.

G. TERENCE FREEMAN - Local 507, Cleveland, Ohio

In the last issue of the *Teamster* magazine, we reported that Local 507 Secretary-Treasurer Terrence Freeman allegedly brought reproach upon the IBT by testifying falsely before a federal grand jury concerning his actions as a Local officer and by being convicted of the felony of perjury. The Report recommended further that he be charged with failing to cooperate with the IRB at his sworn examination when he testified falsely concerning his meeting in 1993 with an employer under a collective bargaining agreement with Local 507 with regard to the upcoming 1993 Local Union officer election.

Joint Council 1 filed the charges, its panel held a hearing, and the Joint Council 1 Executive Board adopted the panel's recommendations that the charges should be dismissed. The IRB rejected the Executive Board's decision and returned the matter to it for further review. After further review, Joint Council 1 Executive Board issued its decision on March 18, 1999, finding Freeman guilty as charged and imposing a twenty-four month suspension from office and permanent suspension from IBT membership. On March 22, 1999, counsel for Freeman appealed the decision to the IRB. On April 15, 1999, the IRB notified Joint Council 1 that its decision and action on the charges were inadequate. An IRB hearing will be scheduled.

H. JOHN FERRARA - Local 522, Jamaica, New York

In the last issue of the *Teamster* magazine, we reported that Local 522 Secretary-Treasurer John Ferrara was charged with bringing reproach upon the IBT, from at least 1993 to the present, by knowingly associating with members of the Luchese LCN Family, including but not limited to Steven Crea and Joseph DiNapoli. On December 1, 1998, the charge against Ferrara, adopted and filed by Mr. Sever, was referred back to the IRB for a hearing. The IRB held a hearing on February 16, 1999. A decision was issued on April 14, 1999, wherein Ferrara was found guilty as charged and was permanently barred from the IBT and

any IBT-affiliated entity. On April 26, 1999, the IRB decision was submitted to Judge Edelstein for approval.

I. DAVID KEATON - Local 600 and International Representative, St. Louis, Missouri

In the last issue of the *Teamster* magazine, we informed you that David Keaton, a member of Local 600 and an IBT International Representative, allegedly brought reproach upon the IBT and embezzled approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates. On December 11, 1998, Mr. Sever filed the charge against Keaton. On April 19, 1999, the IBT notified the IRB that it had referred the charges to Joint Council 13 to be heard by panel members not directly involved in the election.

J. GERALD ZERO - Local 705, Chicago, Illinois

In past issues of the *Teamster* magazine, we informed you of charges against Local 705 member Gerald Zero for allegedly assaulting two fellow Local 705 members. Acting General President Sever appointed a hearing panel which held a hearing on August 17, 1998. Mr. Sever's decisions of September 21 and November 3, 1998, were that Zero be suspended from office for three months. The IRB notified Mr. Sever that the penalty was inadequate. On January 28, 1999, Mr. Sever issued his decision to increase the penalty to a one-year suspension from office and a requirement that Zero attend and complete an education and counseling program designed to help him deal with confrontational situations without the use of physical force or violence. On February 18, 1999, the IRB notified Mr. Sever that the decision was not inadequate.

K. VINCENT FEOLA - Local 813, New York, New York

In the last issue of the *Teamster* magazine, we informed you of charges against member Vincent Feola for allegedly bringing reproach upon the IBT by refusing to answer questions during his sworn in-person examination and by violating his oath of membership by maintaining a sham membership while an employer. The Executive Board of Joint Council 16, in its decision of November 17, 1998, found Feola guilty and recommended that Feola be permanently barred from membership in the Local and the IBT and from holding any position or employment in the IBT or any of its affiliates. On December 9, 1998, the IRB notified Joint Council 16 that its decision was not inadequate.

L. THOMAS R. O'DONNELL - Local 817, Lake Success, New York

In the last issue of the *Teamster* magazine, we informed you that Local 817 President Thomas R. O'Donnell was charged with bringing reproach upon the IBT by intentionally filing reports with the Election Officer which omitted payments to Kevin Currie for his services as campaign coordinator. The reports filed with the Election Officer stated that expenditures were made by the O'Donnell Campaign to Mary Ann Currie, described the expenditures as salary payments for the campaign coordinator, and failed to disclose that those payments were for the services of her husband, Kevin Currie. On December 11, 1998, Mr. Sever advised the IRB that the charge had been filed. On April 19, 1999, the IBT notified the IRB that it had referred the charge to Joint Council 16 to be heard by panel members not directly involved in the election. On April 23, 1999, Joint Coun-

cil 16 notified the IRB that it would hold a hearing and forward its decision to the IRB.

M. THOMAS CORRIGAN, BLAIR MCINTOSH, GILBERT DAVIS, JOELE SPADICINI, GERALD CADDEN, PETER VAN HAFETEN AND FRED WOOD - Local 847, Toronto, Ontario, Canada

In the last issue of the *Teamster* magazine, we informed you that the above-listed Executive Board members of Local 847 refused to allow a scheduled books and records examination to determine, among other things, whether the Local's principal officer and others may have embezzled funds or otherwise breached fiduciary duties to the members of Local 847. On December 8, 1998, Mr. Sever filed the charge against the Executive Board members. On December 17, 1998, counsel for Local 847 advised Mr. Sever and the IRB that the Executive Board decided to allow the Chief Investigator to conduct the books and records examination. The examination was conducted, and on March 12, 1999, the IRB notified Acting General President Sever that the IRB-proposed charges should be withdrawn. The charges were withdrawn.

N. JAMES SANTANGELO AND RICHARD MIDDLETON - Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you of charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton alleging that together they created a Severance Plan designed to accelerate severance payments which would permit an employee to remain employed by the Local and receive severance payments, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. Based on its two hearings on the matter, Joint Council 42 twice dismissed the charges. As a result of the dismissals of the charges, the IRB held hearings on October 13 and November 10, 1998. On March 19, 1999, counsel to Santangelo and Middleton presented a paper to the IRB arguing that the only violation was that they did not await the approval of the Bylaw amendments by the General President before making the severance payments to themselves and others. The IRB has the matter under review.

O. DANIEL LOMBARDOZZI, ROGER IMMERGLICK, JASPER CUMELLA, LOUISE DAVIS, WILLIAM DENNEHY, YETKIN KURULGAN AND DAVID LOFTON - Local 918, Brooklyn, New York

In past issues of the *Teamster* magazine, we informed you of charges against each of the seven Executive Board members of Local 918 for allegedly breaching his and her fiduciary duties to the members, embezzling and converting Local Union funds to their own use and bringing reproach upon the IBT by voting to transfer \$25,000 in Local Union funds to challenge an attempt by the IBT to place the Local into trusteeship. A hearing panel appointed by Acting General President Sever held hearings on June 9, 1998. In Mr. Sever's decision of October 8, 1998, the penalty imposed was that Lombardozzi, Immergluck and Cumella were permanently barred from membership in the IBT and from holding any position with the IBT or any IBT affiliate and that Davis, Dennehy, Kurulgan and Lofton were barred for five years from holding office in the IBT or any IBT affiliate. The IRB

notified Acting General President Sever on December 9, 1998, that the decision was not inadequate.

P. EDWARD J. MIRELES AND PAUL J. ROA - Local 952, Orange, California

In the last issue of the *Teamster* magazine, we reported that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul J. Roa allegedly required business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. The Report alleged that Mireles testified falsely concerning the Local's practice of requiring a business agent to miss a monthly dues payment and in encouraging the Local officers and employees to lie to the IRB. As to Roa, the Report recommended that he be charged with bringing reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election.

Charges were filed against Mireles and Roa, and hearings by a panel appointed by Acting General President Tom Sever were initiated in January, continued in March and are to resume in May 1999.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 240 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

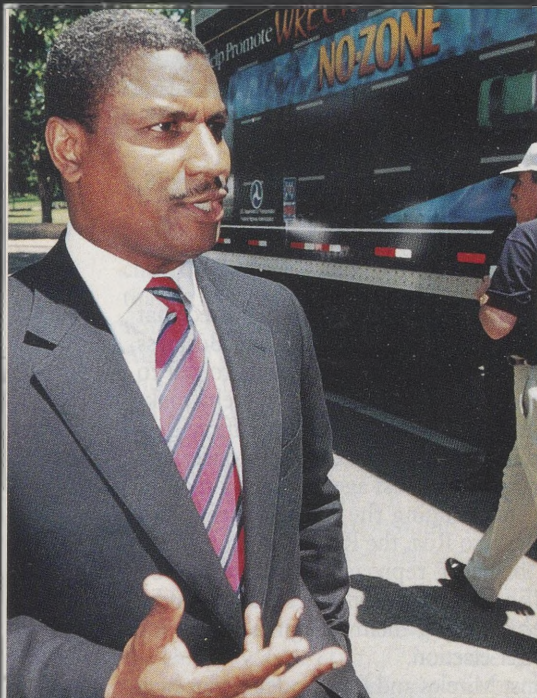
Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001



U.S. Transportation Secretary Rodney Slater discusses the federal government's role in encouraging safer highways.



Teamster Russ Holske, a driver for A-P-A Transport, explains the steps of a pre-trip inspection to a participant.



Teamster Max Helman (left), a ABF freight driver, outlines key parts of truck inspections for Sen. Ben Nighthorse Campbell (R-Colo.) (center) and Rep. Ron Packard (R-Calif.).



Teamster Bill Alexander, a driver for New Penn Motor Express, shows a congressional staffer truckers' "blind spots".

Teamsters join Congress, U.S. Transportation Department, Freight Carriers in a Call for Highway, Truck Safety

In a demonstration of the Teamsters commitment to truck and highway safety, the union has endorsed a major campaign to educate the public about the dangers of driving in the "No-Zone"—the blind-spot areas around trucks where crashes are more likely to occur.

As part of the campaign, Teamster members, joined by General President James P. Hoffa, went to the U.S. Capitol to demonstrate various truck safety programs such as handling aggressive driving, truck maintenance and pre-trip inspections of vehicles.

"The Teamsters union is committed to truck and highway safety," said Hoffa. "We believe that an educated public, com-

bined with professional drivers, will reduce the number of highway fatalities involving tractor-trailers."

The "No-Zone" campaign urges motorists to avoid driving in blind spots around tractor-trailers where they can not be seen by a truck driver who is changing lanes or making a wide turn.

In addition to the Teamsters union, the "No-Zone" program is supported by members of Congress, the U.S. Department of Transportation, and the Motor Freight Carriers Association, which represents unionized trucking companies. The program is sponsored by the Federal Highway Administration.

Continued from inside front cover

I have recently undergone back surgery for a herniated disc and was off work for over a year. I accidentally hit a pot-hole while working. The trucks have very rigid suspension and the seat is merely a piece of foam mounted on plywood, which is attached to a steel post. UPS puts us out on the highways with these seats knowing full well, I believe, that the seats are lousy as hell but just won't change them because they don't have to.

I keep hearing that UPS has a high regard for it's employees. I'm not so sure about that.

Warren M. Ford "DADS"
(Drivers Against Disc Surgery)
Local Union 362
Calgary, Canada

Carhaul Sacrifices

As the wife of a carhauler I believe there is a lot at stake in the carhaul contract negotiations. That is why our family is prepared and committed to make whatever sacrifices are necessary to ensure this is a contract we can all be proud of.

It is the spouses and families of carhaulers who see the hard work and loyalty these workers have for their companies. It is families like mine that have had to watch loved ones leave for days at a time, often missing important events in our family and community. After years of back-breaking labor, long hours, and stress-filled days spent away from family and friends is it too much to ask that these companies share their profits with those who produced them?

Mary Lou Smith (spouse)
Local Union 89
Louisville, Kentucky

Local 560 Is Back

Back in the 1960's when I was the shop steward at Johnson

Motor Lines, the rank-and-file members of local 560 were, for the most part, cautious about voicing opinions to our board for fear of reprisal.

At union meetings, some who tried to speak against policies and practices were shouted down or escorted from the hall. Membership was high, but pensions did not grow at the same rate as membership. Many of our members couldn't understand the deals made with some companies or how some men got sent to certain jobs. Apparently, the government couldn't understand these things either, so they took over control of our union through a trusteeship in 1988. Our leadership was declared by the Federal Government unfit to lead, as the Federal Trustee determined every aspect of our fate.

Executive Boards were removed from office and a series of appointments under the trustee was ended with the recent election of the Brown Slate.

Through the efforts of the Executive Board, we have become the only union in the USA certified by the Justice Department, the IRS and the FBI to be free and clear of corruption.

Pete Brown, Ernie Soehl, Jimmy Bartolomeo, Jim Huxford, Gordon Scott and Mike Arsi are leading an uncorrupted local 560 into the 21st century. They are accessible, hard working and the members know that their executives carry no grudges against those with different opinions.

We are well on our way to being the strong union which represents each of its members who are united in the Brotherhood and Sisterhood for a common goal.

I am proud to be a local 560 Teamster.

Ray Orlando (Asst. Shop Steward)
Local Union 560
Newark, New Jersey

Great Day

On May 2nd proud members at Local 745 along with our brothers and sisters from El Paso, Longview, Fort Worth, and the southern region greeted and shook hands with Jim Hoffa a true friend of labor.

Our members stood tall and proud as we applauded and chanted "Hoffa, Hoffa, Hoffa"! This was a welcome only his dad could match.

Today is a great day to be a Teamster, despite the fact that the previous administration brought this great union to its knees by wasting our assets. There is finally, thank God, a flash of light ahead. Something to hope for as well as work for. Let's stand together with someone we can trust to take this Teamster union back to its greatness.

Charles L. Bronson
Local Union 745
Dallas, Texas

Nothing for Granted

I am a widow of a retiree, who went to his grave thinking I would draw his pension. Now I find out that we were wrong.

I find myself with no income but some rental property we have. We took it for granted that I would be taken care of. I am too old to work, and too young for social security.

Please do not take anything for granted. My husband drove for LeeWay for 35 years.

Nellie Duncan (retiree widow)
Local Union 886
Oklahoma City, Oklahoma

UPS Transfers

Many of the Teamsters that work for UPS have family in other areas of the country.

Right now, I would like to move to another area. However, I would have to quit my job at UPS.

We should have the ability to transfer around the country without losing our seniority. Is the new administration planning on addressing this issue? There is no doubt that setting up a transfer system would require a lot of wisdom and planning in order to make it fair, but I'm confident that it can be done.

Matt Schmidt
Local Union 79
Largo, Florida

Contract Now

My sister is a 20 year member of Local 2000, employed as a flight attendant at Northwest Airlines.

They have been fighting for a new contract for over two years now.

My sister's 20 years of service is only worth \$297 a month in pension benefits when she retires.

These flight attendants at Northwest Airlines need a new contract now, with some serious pension improvements.

Ken Johnson (brother)
Local Union 66
Seattle, Washington

Take Your Daughters

Recently, Local 229 celebrated "Take Your Daughters to Work Day." The daughters of Local 229 secretaries Donna Graziano and Julie Esty came to work with their mothers to enjoy the "hands on" experience of seeing what their moms do on a daily basis.

This nationally-recognized day motivates girls to realize that any task or job they take on in the workforce is a stepping stone to building their future.

John J. Monahan
Local Union 229
Scranton, Pennsylvania



CAUTION! MEXICAN TRUCKS TO ENTER U.S. HIGHWAYS

The Real Y2K Problem

January 1, 2000: The new century begins and a new plague awaits U.S. motorists.

Mexican truckers — poorly-trained, underpaid, under-regulated — behind the wheels of poorly maintained trucks. Today - 11,000 Mexican trucks will cross the border; Almost 5,000 of them will be found unsafe, based on inspections by the U.S. Department of Transportation. But, even DOT admits that it isn't keeping up with the flow. A DOT report says: "far too few trucks are being inspected at the U.S.-Mexican border, and too few inspected trucks comply with U.S. standards."

For now, the danger is contained. Mexican trucks are not permitted to stray more than 20 miles beyond the border. When the New Year rolls around those limits come off, unless the U.S. acts.

Already, 25 members of Congress have joined with the Teamsters to ask the White House to end this threat to highway safety.

Act now. Help us fend off what could be the worst Y2K problem of all. Call, write or e-mail your Representative and Senators. Ask them to urge President Clinton to keep the U.S. off limits to dangerous Mexican trucks.

Senator
U.S. Senate
Washington, D.C. 20510
(202) 224-3121

Representative
U.S. House of Representatives
Washington, D.C. 20515
(202) 224-3121

OCTOBER 1999



Teamster



GENERAL PRESIDENT HOFFA ANNOUNCES BOLD ANTI-CORRUPTION PLAN:

“We will run a clean union”

EX-FEDERAL PROSECUTOR, FBI AGENT JOIN TEAMSTERS' BATTLE AGAINST CRIME

Carhaul Contract

Thanks to the International Brotherhood of Teamsters General Executive Board and the negotiating committee for the National Master Automobile Transporters' Agreement.

We at Local 741 appreciate all the hard work that was done to put a great agreement together. That was one of the best agreements we have seen in a long time.

Keep up the great work. You should be proud.

*Spero G. Rockas
Local Union 741
Seattle, Washington*

UPS Problems

I would like to second the UPS driver's request (July/August 1999) about getting transfers for full-time drivers at UPS. With the computers and technology that UPS has today, this should not be that big of a task. UPS allows part-time employees this option, why not full-time? I sure hope the new administration will look into this. There are UPS and Teamsters union offices all over this great country. The beauty of this is that you don't have to give up either one.

*Dave McGaha
Local Union 769
Fort Lauderdale, Florida*

More UPS Problems

I have worked as a package car driver for UPS for over 13 years. I have never seen this company run so poorly. Drivers are forced to work excessive overtime and/or bring hundreds of packages back every night. Management is aware that this is going on and doesn't seem to care. They don't want to hire any vacation relief drivers. Instead of training new drivers we have supervisors driving daily, week after week.

Not only is management doing bargaining unit work

but UPS upper-management have turned into even bigger bullies. Drivers who come to work and just do their job are being harassed for no reason. Management is running wild abusing their employees. Why is this? Could it be that they are still mad about losing the strike two years ago? They try to tell us volume is down and so are profits. They think we are stupid?

You can smell the greed in the air. Do they not realize that we are the driving force behind UPS and without us they would not have all their big bonuses or even a job?

*Kim Marchant
Local Union 70
Oakland, California*

Fighting NAFTA

When does this NAFTA nightmare end? How did it get this far with all our protests? Thanks to our slick President Clinton who recommended and pushed the NAFTA agreement.

At first, freight was to be deposited at the border, in warehouses, where American drivers (hopefully union Teamsters) would then take over. Now unregistered, unsafe Mexican truckers with Mexican drivers can go twenty miles onto our roads. Tomorrow 30, 50, 1,000 miles. Maybe in the future, they will be allowed to make one-stop deliveries and then it will be approved for them to make pick-ups to return back across the border.

Fellow Teamsters — Fight and protest now! Fight and protest every day of your working life. You and your family's future depends on your ability to overcome these struggles. Call and write your congressman to remind him of your disgust with the way your future is being manipu-

lated and decided.

Remember who voted for NAFTA and any other anti-labor legislation and vote accordingly!

*Chris Kourambis
Local Union 707
Absecon, New Jersey*

Local Pride

It should be known what true leadership we have in our local. Recently UPS proposed a new health plan, and I tip my hat, they get an "A" for salesmanship.

It was with the leadership of our local, with a special thanks to brother James Dawes, that we won the right to have a fair vote, with an admission by the company that the first vote was indeed unfair.

We won that re-vote. The majority of Local 710 members voted for freedom of choice in our health benefits. We say thank you to Local 710's leadership for giving us the opportunity to have a fair vote.

*David R. Helmski
Local Union 710
Chicago, Illinois*

Cross-Border Trucking

As a member of Local 682 in St. Louis, MO, I fully support the efforts of the union to deny unsafe trucks on our highways. Our corrupt President Clinton will need some "hardball" convincing, though. How about a nationwide labor sickout by the professional Teamster drivers in this great land?

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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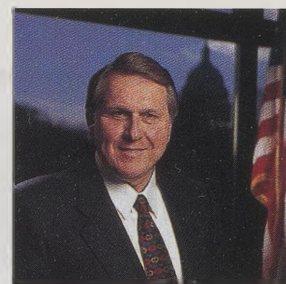
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Teamster News Briefs



We Will Run a Clean Union

Eradicating corruption from the Teamsters union was a key component of my campaign for the union's presidency. One of my first initiatives was to introduce a new anti-corruption program that was endorsed unanimously by the union's General Executive Board. This is a self-policing effort anchored by a *Standards of Conduct* that Teamster members will help create and enforce.

Our Collective Strength and Courage

I am absolutely committed to our new anti-corruption program because I believe it is essential to our long-term success and growth. Obviously, it is going to take more than words to demonstrate our resolve. It will take our collective strength and courage to confront our problems squarely and to achieve a new level of consciousness that will not tolerate any misuse of the members' rights or resources.

There were two basic goals set for the Teamsters union when federal supervision of our affairs began 10 years ago. First, the government sought to create an atmosphere for democracy by establishing the direct election of union leaders. Second, it wanted to wrest the union from mob control.

Beating Organized Crime

Trade union democracy has certainly flourished in our union. The last election is testament to the fact that the union exists in a climate of open debate and electoral choice for Teamster members. We are the most democratic union in the world.

I am also pleased by our progress in extracting mob influence from the union. It is encouraging to hear the growing chorus of law enforcement officials who say that the Teamsters union has come a long way under the government's supervision. I agree with their conclusion that organized crime no longer controls any segment of the union.

We cannot stop here. One of the first steps of our anti-corruption program will be to employ expert racketeer investigators to conduct a thorough study of our union. If there are any hidden mob associates in the union, we will identify and remove them. This will set a clear standard for dealing with the threat of mob influence in the future.

Opportunity for a New Start

While I am disturbed that oversight of the Teamsters has cost our members more than \$82 million in dues money, we have come to a point where we may begin to police our own affairs. Considering the progress that has been made in meeting the goals of the oversight program, it is time to take a fresh look at the role of the federal government in the Teamsters union.

Our anti-corruption program will succeed because we will implement the core values of our members. My goal is to give every member the opportunity to participate in setting standards of conduct for our union and then to enforce those standards. This entails more than just protecting the union from criminal exploitation. It requires ensuring that every member gets fair, effective representation, and that the members' rights and resources are secure.

Fraternally,

James P. Hoffa



It's up to
US to
run a
clean
union



"It's up to us," said James P. Hoffa, Teamsters General President. "The members, the local leaders, the elected International leaders – we are all responsible for running a clean union."

On July 29 General President Hoffa announced a new "Anti Corruption Plan" to keep organized crime out of the Teamsters and the union corruption-free.

"Working with the members, we will draft a Standards of Conduct to ensure that each member of this union is responsible for their actions," Hoffa said. "Today we have taken a critical step toward completing the goal of ridding the Teamsters of corruption and organized crime."

The initiative, unanimously supported by the General Executive Board during their July meeting, will involve

all Teamsters in the creation and implementation of the Standards of Conduct.

The plan was lauded by the *New York Times* as the "most ambitious anti-corruption effort in decades."

"We are essential to making this anti-corruption plan work," said Jeff Hewitt, a 16-year member of Local 696 in Topeka, Kan. "We will help develop the forum, and it's up to us to make it happen."

A Four-Point Plan

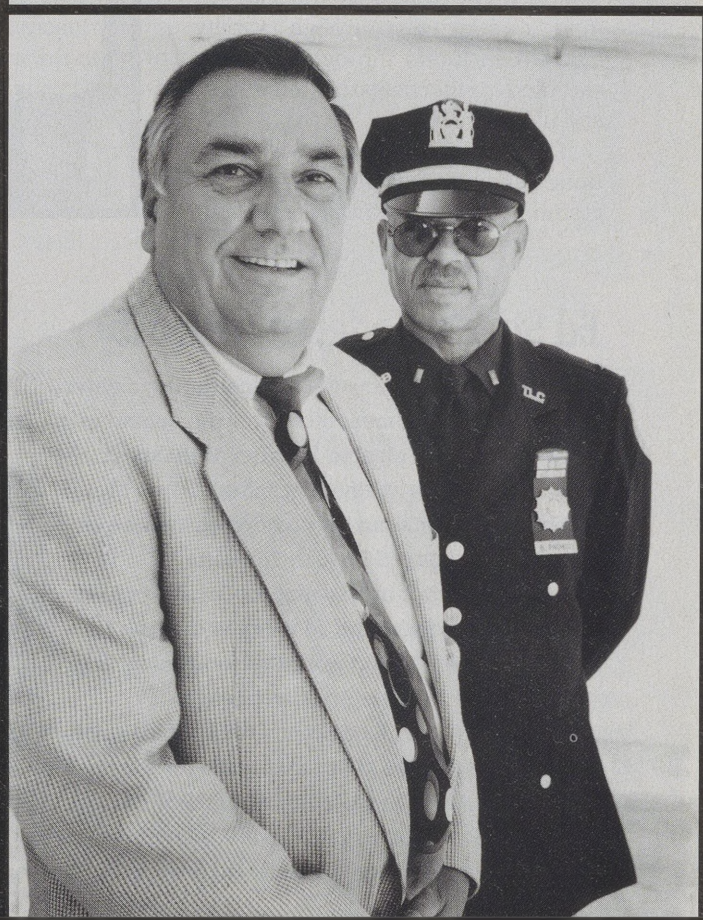
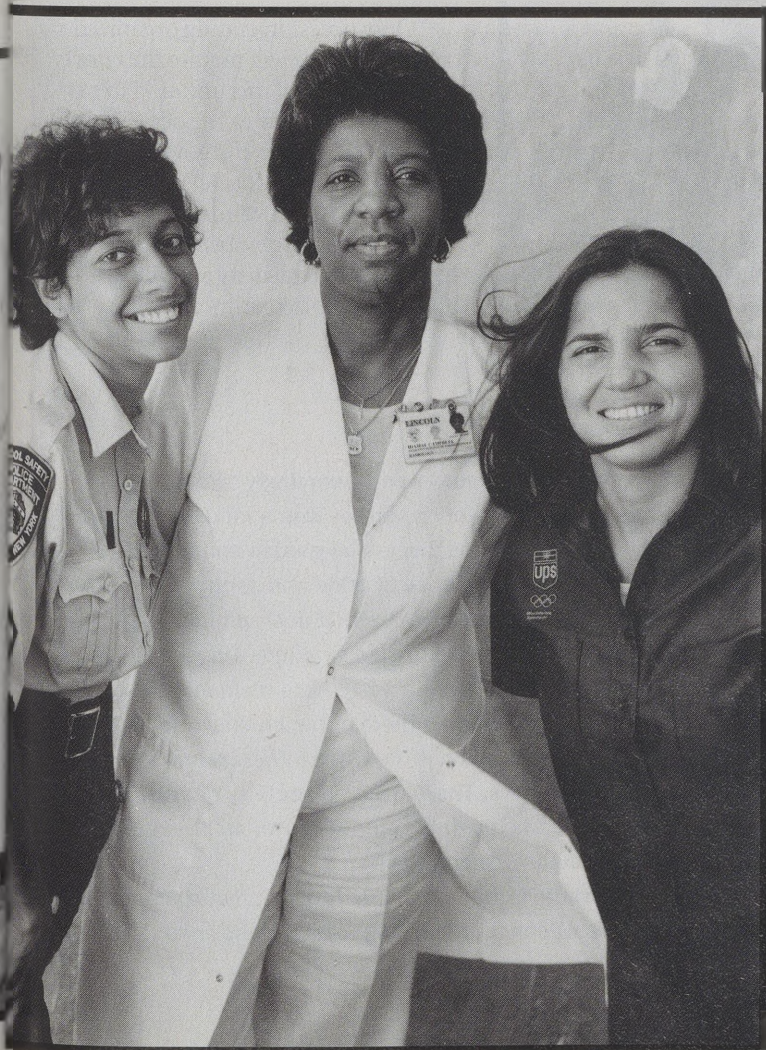
Hoffa announced a four-point plan that former Assistant U.S. Attorney Ed Stier and former FBI official James

Taking Action

FOUR POINT ANTI-CORRUPTION PLAN

The four point anti-corruption plan requires the union to:

- 1. Set clear "Standards of Conduct"**
- 2. Educate all Teamsters about the Standards of Conduct**
- 3. Establish an internal, impartial judicial process to ensure enforcement of the Standards of Conduct**
- 4. Identify and remove any remaining organized crime influence within the union**



Kossler will assist in implementing. Stier and Kossler each bring years of experience in fighting organized crime. Moreover, Stier recently served as Trustee of Teamsters Local 560, once one of the most corrupt local unions in the nation.

"I am convinced that Jim Hoffa and the leaders of this union are committed to running a clean union and are determined to remove any remaining vestiges of organized crime," Stier said.

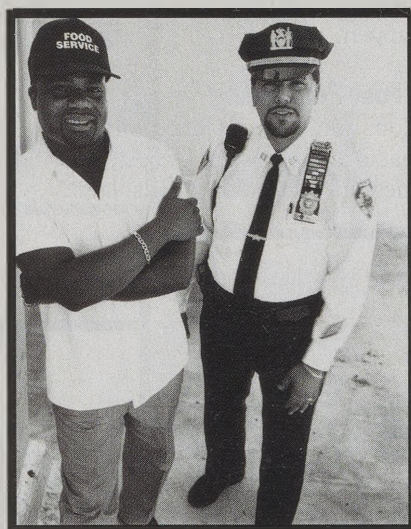
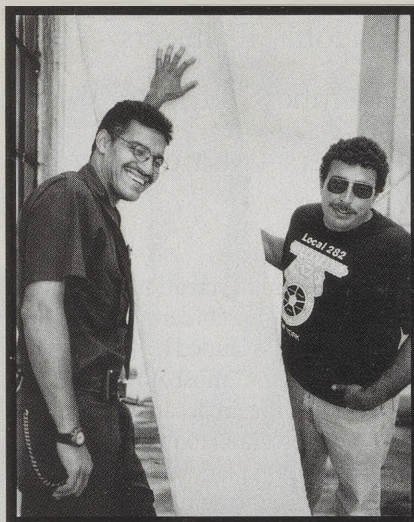
General President Hoffa has made it clear that the Teamsters will be free of corruption.

"I am committed to the success of this program," Hoffa said. "Every Teamster will have the opportunity for their views to be heard and built into the Standards of Conduct."

Writing the Standards

Hoffa announced the creation of an advisory committee, representing a wide-range of viewpoints from within the union, to draft the Standards of Conduct. The committee will seek input from members through a variety of ways – including through the website, the *Teamster* magazine, surveys and union meetings.

The advisory committee will continue building a dialogue with the members to develop strategies to



implement each step of the plan.

Kossler, former head of the FBI organized crime effort in New York, will determine the current level of organized crime influence within the union. The approach is designed to complete the efforts of Federal overseers over the last 10 years to rid the union of mob influence.

Members = Success

The success of the Anti-Corruption Plan requires more than simply putting words on paper – it requires a change in the way members approach corruption.

"Members have to get involved in showing that we don't want corruption," said Edward J. Swanson, a 29-year member of Local 282 in New York City. "We're going full-force to clean-up because of what the new leadership is doing. We're not going to tolerate corruption anymore. We're on a new path for the future."

"Our success in ending organized crime influence will require the efforts of all members of this union," Hoffa said. "We must rise to the occasion and prove to the public, the government and ourselves that the Teamsters are standing up to the criminal element. The 1.4 million members of this union have personal integrity and refuse to tolerate organized crime."

Ed Stier : Model of Integrity

Ed Stier is a renowned anti-corruption fighter and federal prosecutor. Over the course of his career, he has participated in some of the most publicized battles against organized crime. Most recently he completed his position as trustee of New Jersey's Local 560 (See *Teamster* July/August) after overseeing the local's transformation from mob-control to member-control. Like a trade unionist, he believes that individuals have the power to instigate positive change.

Stier tells a personal anecdote as an example of the power of individuals to set standards for themselves and their community. As the chair of Fighting Back, an initiative to combat drug use in Newark, New Jersey, Stier toured Newark's neighborhoods. On one block, Stier and

his colleagues encountered a seemingly strange phenomenon. One side of the street was a model community. Its trimmed lawns and garden apartments relayed a sense of pride and security. Directly across the street stood decrepit homes, awash in litter and plagued by crime. Drug dealing and violence were a part of the residents' daily lives.

"Why was there crime on one side of the street and not the other? There were no physical barriers. There were no security guards, no barbed wire," he said. "There was no crime, because the people wouldn't tolerate it."

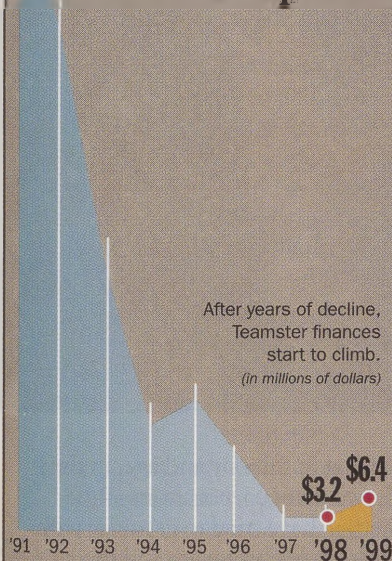
The same is true for Teamsters. Teamster members set the code of conduct, and Teamsters must enforce it.



THE ROAD TO RECOVERY

BANKRUPTCY PREVENTED, UNION ASSETS DOUBLE IN FOUR MONTHS

New Administration Prevents Bankruptcy, Finances Head Up



Reversing years of serious financial decline, the International doubled its assets in the first four months of the new administration. Teamster assets grew from \$3.2 million to \$6.4 million.

"The IBT was on the edge of bankruptcy when our administration took office earlier this year," said Tom Keegel, General Secretary-Treasurer. "We had no choice but to take immediate action."

Keegel and General President James P. Hoffa recently introduced a plan to balance the union's books this year with no dues increase.

"Our goal is to cut costs by targeting spending on services to the members and the local unions," Keegel said. "We have ended years of uncontrolled spending. We are committed to returning this union to the financial health that is so critical to effective contract talks and organizing."

Saving Money, Helping Locals

Keegel recently introduced several cost-cutting measures, many of which directly benefit local unions. These measures include:

- A new contract with AT&T that saves more than \$18,000 per month on phone calls at the IBT.
- TITAN, the union's communications and accounting network, is being converted into a system compatible with personal computers. Pilot tests of the new equipment are running in both the U.S. and Canada for future release to local unions.
- The IBT has been streamlined to free more resources for direct services to members and local unions.

Recovering Misspent Dues Money

The IBT is committed to recovering the money mis-spent by the previous administration. Investigators and auditors are tracking down vendors and others who took advantage of the loose financial practices of the prior leadership.

"We will not allow any individual or company who took members' dues money without providing the services required to get away with it," Keegel said. "We will ensure our members' hard-earned money is protected."



Swank Condo Sold

The swank penthouse condominium overlooking the nation's capitol, once home to senior officials in the prior administration, was sold recently for \$270,000. The condo, which featured a fancy pool, card room and full-staff service, earned the IBT a \$167,000 profit and eliminated the extravagant monthly condo fees.

TACKLING

Fourth Strike Anniversary

DETROIT NEWSPAPER STRIKERS VOW NOT TO BE PUSHED OFF FRONT PAGE

It has been nearly 1,600 days since 2,500 workers, including hundreds of Teamsters, struck the *Detroit News* and *Detroit Free Press* rather than accept concessions demanded by management. The locked-out workers and their supporters continue to struggle and keep their case before the public.



Despite being locked out, threatened, beaten and arrested, the strikers have stood firm in their determination to return to work with dignity. This determination was evident in a rally

marking the fourth anniversary of the strike held this summer in Detroit. Hundreds of locked-out workers, supporters and other union members gathered to demonstrate their resolve.



"I am filled with shame that in this day and age, in the greatest country on earth, two giant corporations — Knight-Ridder and Gannett — have tried to get away with destroying the lives of hundreds of employees and their families," said Teamster General President James P. Hoffa, speaking at the anniversary rally. "These proud working men and women have stood their ground, refused to give up and demanded fair treatment. Their heroic actions embody the best traditions of the American labor movement."

More than 1,400 Teamster mailroom and circulation workers, drivers and customer service representatives struck the two papers when the publications jointly proposed elimination of many of their jobs. Similar proposals also forced workers from five other unions to strike the papers.

When the workers offered to return to work, the newspapers refused to rehire all of them and continued to employ "replacement workers."

TOUGH ISSUES



Community Support

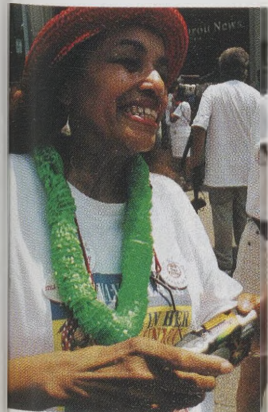
A coalition of labor, religious and community organizations are supporting the locked-out workers. A number of elected officials, including the president pro-tem of the Detroit City Council, have also come to the support of the workers. Supporters demand that the newspapers obey the law and settle the outstanding issues with the workers. The National Labor Relations Board has ruled that the strike was prompted by

the company's unfair labor practices.

Hoffa announced plans to work with community and religious leaders to strengthen a growing national boycott of the Gannett flagship paper — *USA Today*. Hoffa said that the Teamsters union is financially committed to helping win the members jobs back.

Locked-out workers continue to build public support. Teamster Local 372 member Pat Hamel, who was locked out, organized a concert in a Detroit park, attended by hundreds of supporters, to benefit the families of the workers.

"We aren't going away," said Hoffa at the anniversary rally. "We will bring justice to Detroit newspaper workers."



MEMBERS RATIFY ANHEUSER-BUSCH CONTRACT AFTER BITTER DISPUTE

Anheuser-Busch workers recently ratified a new national contract by a 60 to 40 percent margin. After a 15-month battle, members gained unprecedented job security when Anheuser-Busch agreed that none of its 12 breweries nationwide will close over the life of the contract. Additionally, members approved a 13 percent pay increase, no health insurance co-pays and a \$500 stock bonus. Teamsters at Anheuser-Busch previously rejected two proposed contracts under the previous administration.

"We inherited a difficult and complex situation," said Jack Cipriani, Director of the Brewery and Soft Drink Division and President of Local 391. "Through the new unity under the Hoffa administration, we were able to take a disastrous situation and bring security and stability to 8,000 Teamster members and their families. We brought Anheuser-Busch back to the table and achieved some gains that enabled us to put this bitter dispute behind us."

Cipriani led efforts to bring Anheuser-Busch back to the bargaining table after management imposed terms on employees in September 1998.

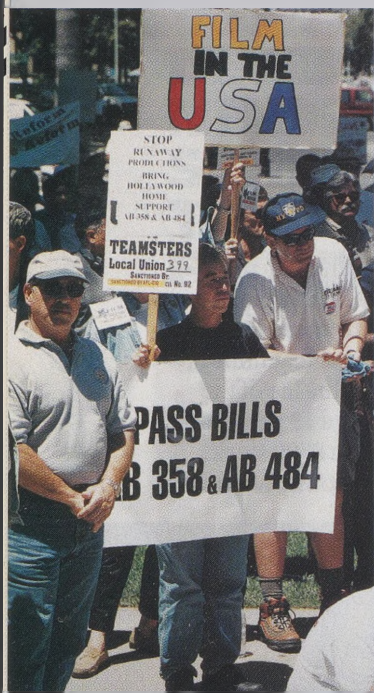


No Easy Solutions

Teamsters' officials are currently exploring all available options to bring resolution to outstanding local contract supplements at six of the twelve breweries.

"My administration is committed to taking on the tough challenges," General President James P. Hoffa said. "We are not afraid of taking the difficult road to ensure members are able to make informed decisions about their future. There are often situations that provide no easy solutions — this administration will take those situations head-on."

CALIFORNIA FILM INDUSTRY WORKERS RALLY FOR FAIR LABOR PRACTICES



On the Capitol steps members encourage legislators to save good jobs.

Concerned film workers from all corners of California gathered in Sacramento recently to protest unfair labor practices by the film industry.

The controversy surrounds "runaway productions," a new anti-labor trend put to use by the film industry that deliberately shifts traditional motion picture jobs from the United States to Mexico.

"This is our livelihood," said Bob Segletes, a studio driver and 10-year member of Local 399. "Because of [tax] incentives and the exchange rate on the dollar, producers are shipping our jobs out of the country."

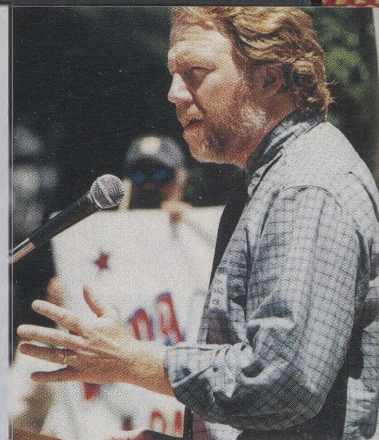
Close to 2,000 Teamsters, riding in a caravan of tractor-trailers, rallied to focus attention on the deliberate neglect of American film industry workers by studio bosses. Over the past 15 years, countries with either very weak labor laws or favorable economic incentives have lured production out of the United States.

This had led to a crippling migration of film projects from traditional motion picture meccas. This adversely affects Teamster members. While the public's attention is focused on the celebrities, behind the scenes thousands of American workers make the shows happen. These workers wrap wires, carry lighting, set up equipment, drive trucks and carry out many other duties vital to the success of the TV and film production. If a popular TV program like

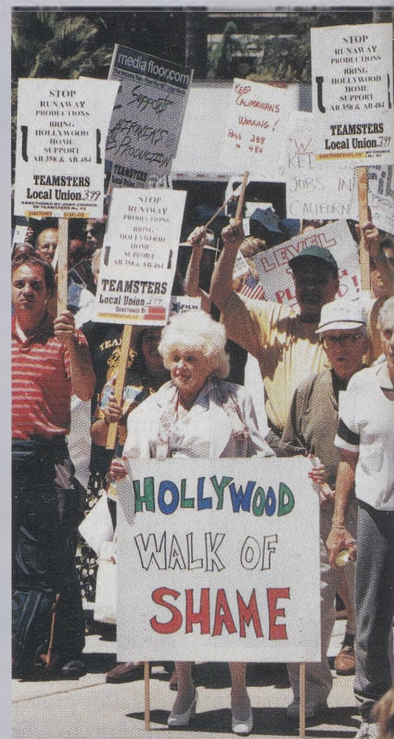
Nash Bridges moved its production to Mexico, it would cost the California economy more than \$25 million in wages alone.

California is ready to consider legislation (A.B. 358 & 484) that would provide a level playing field in the fight to save film industry jobs. If passed, these bills would extend a 6-10 percent tax credit for studios that film in Amer-

ica. With support and hard work from our Teamster brothers and sisters we can help pass these bills and protect American jobs.



Actor Timothy Busfield addresses the crowd.



Walk of shame? Fighting to keep good jobs in good films.



Local 399's Tony Cousimano



THE GO TEAM



Teamster Airline Mechanics Train for Accident Duty

When an airplane crashes, investigators want highly trained professionals on the scene to help determine the cause of the accident. In the future, federal government aircraft accident teams will include Teamsters.

In August, sixteen Teamster airline mechanics spent a week at the George Meany Center, the AFL-CIO's education center located outside of Washington, DC. The mechanics who work at Continental, Air Tran, UPS, Southwest and America West trained to become members of the "GO Team," the National Transportation Safety Board's accident response unit.

"This is a very important role for Teamster airline

mechanics," said Ray Benning, director of the Teamsters Airline Division. "These teams conduct field investigations at the site of the crash and play a major role in determining the cause of the accident. Once you know the cause of the problem it can be corrected and flying will be safer."

The training program covered subjects ranging from aircraft accident investigation procedures to personal protective equipment.

"After completing the training program, the Teamster airline mechanics are more than ready to play an active role on the 'GO Teams' which are first to arrive at the crash site," said Nancy Garcia of Teamsters Local 747.

Lost Out On Leave?

The International Brotherhood of Teamsters is working with the National Partnership for Women and Families to identify members who could not afford to take unpaid leave under the Family and Medical Leave Act or were not entitled to take FMLA leave because they work for an employer with fewer than 50 employees. If you or someone you know was unable to take FMLA leave for these reasons, please write us with your story. Include your name, address, telephone number and employer, and send to:

International Brotherhood of Teamsters FMLA Stories

5th Floor Annex
25 Louisiana Avenue, N.W.
Washington, DC 20001

Your stories will assist the IBT in its efforts to help more working families afford family leave when needed.

When Minnesota's public defenders and their support staff decided to organize, they didn't just want to win the election. They wanted to send a message.

And once the ballots were cast, the message that these attorneys and professionals wanted Teamster representation was heard loud and clear. Both groups voted for Teamsters Local 320 by overwhelming margins. The public defenders voted 227-27 in May for the Teamsters and the support staff voted

hands. Over the past three years, Minnesota's Board of Public Defense tried to thwart the defenders in every possible way.

The board's opposition is one reason Local 320 Secretary-Treasurer Sue Maurer brought in Brian Aldes, a Teamsters corrections officer. Aldes wasn't a public defender or a "professional" organizer, but he was a Teamster who knew the value of being organized. Aldes and the group's organizing committee crisscrossed the state visiting each of the 10

Some attorneys in the system were being paid as much as \$30,000 less than other attorneys with equivalent experience. Part-time work also was a big issue with about 60 percent of the new members. Members have been forced to use their private practice resources and office space on behalf of their public defense clients. This practice essentially forces the public defenders to subsidize the state system.

"No one becomes a public defender with the idea of becoming rich," said Kari Seime, a public defender. "But you should be able to make a career out of it. You should be able to make a decent wage. As it was, if you didn't negotiate a good situation at the front door, you weren't ever going to get anything."

Defending Themselves

MINNESOTA'S PUBLIC DEFENDERS JOIN TEAMSTERS

61-11 three months later.

"We went in with the idea not just to win a vote, but to build a union," said Jeff Farmer, Joint Council 32 Organizing Director.

It Wasn't Always Easy

"In all candor the Teamsters were a tough sell for a bunch of lawyers," said Jeff Fossum, public defender and member of the organizing committee. "But we needed a strong and effective union and the Teamsters were the one union willing to fight for us."

Local 320 had a tough fight on its

judicial districts to talk with public defenders and staff about their needs and hopes for the workplace.

"The issues for the attorneys are the issues that you hear at factories, health care facilities and other workplaces," Farmer said. "There were significant disparities in pay. They had no contract, no guarantee they were going to be there tomorrow, no representation, no voice. The contradiction between the independent judgement the public defenders exercise on the job and their lack of independence as it applied to their own work situation just didn't sit well with them."

Getting A First Contract

Members in both groups have been surveyed and the public defenders are already engaged in negotiations. And given the board's history, nobody has any illusions that it's going to be a cakewalk. But the defenders and staff are confident they will achieve what they need to make their workplace work.

"We have a common goal with the people of Minnesota. We want to have a stronger public defender system," Fossum said. "We've taken a giant step toward reaching that."



FIGHTING TOGETHER, ORGANIZING TOGETHER

Firing Fails to Foil Organizing Effort

Ampco Express thought firing Marguerite Henkel would stop the Teamster organizing drive at Philadelphia International Airport.

Ampco thought wrong. The 30 parking attendants and bus drivers employed by the company wanted to be Teamsters.

"When AMPCO tried to fire me they thought that they would scare everyone," said Henkel, who was pregnant when the company fired her. "Instead, the Teamsters got right in their face. The people I work with saw the power of the Teamsters, they knew they had a union that would stand up to them."

When the local moved quickly to take Henkel's case to the National Labor Relations Board, members rallied behind her. Shortly after Ampco reinstated Henkel, the employees voted by a 2 to 1 margin to join Local 463.

Card Check Deals Casino Workers A Winning Hand

Workers at a downtown Detroit casino won Teamster Local 372 membership without having to go through an election.

As part of a neutrality agreement negotiated between the owners of the MGM casino and Teamsters General President James P. Hoffa, when the casino's hosts, hostesses, check room attendants and other employees were able to show cards from over 50 percent of the workers, they were granted voluntary recognition.

A similar card check agreement has been reached at another downtown Detroit casino—the Motor City Casino—which is slated to open this fall.



If the majority of the workers in jobs organized by Teamsters sign cards, more than 200 additional workers will become members of Local 372.

Trash Company Tries to Dump Union, Workers Fight Back

Waste Management of Maryland felt that it had the perfect scheme to get rid of Teamsters Local 639.

First, the company purchased two nonunion companies and combined their operations with the company under a Teamster contract. Then the company paid the nonunion workers more than it paid the unionized workers. Finally, when forced to hold a bargaining unit election, the company used the police in an unsuccessful effort to keep union organizers off company property.

"They thought that the nonunion workers would tip the scales and the company would go nonunion," said Uwe Klusmann, a Local 639 member and one of the leaders of the organizing committee. "We showed the workers that the only way to make sure that you got the wages and benefits you deserve was through a union contract."

Talking "one-on-one" with workers, the committee was able to sway enough votes to win the election.

Alamo Rent-A-Car's Dirty Tricks Fail to Block Organizing Drive

Alamo Rent-A-Car had a perfect record. The country's fourth largest car rental company had been able to defeat previous campaigns by its workers to form a union. And, the company was willing to use everything from pitting workers against workers to intimidation to keep its anti-union record intact.

However, this changed when 240 workers at Alamo's Las Vegas facility voted to join Teamsters Local 995. Fed up with low wages, no retirement benefits and poor insurance coverage, the workers at Nevada's largest Alamo facility voted 127-71 to become Teamsters.

One of the keys to this landmark victory was the involvement of Teamster members from Hertz, Avis and National car rental companies. They told the Alamo workers how their management

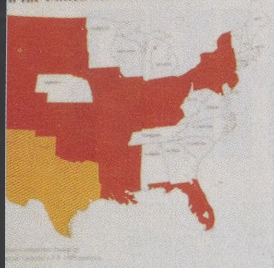
had attempted to use dirty tricks to block their organizing efforts and how their lives and working conditions had improved since

joining the Teamsters.

A strong local organizing committee of Alamo workers helped to convince other workers that the best way to secure the wages and benefits they need for their families was through Teamster membership and not management's promises.



Mexican Trucks Found Illegally
in the United States, 1998



Fighting the Mexican TRUCK INVASION

TEAMSTERS FIGHT NAFTA'S
CROSS-BORDER TRAFFIC

With less than three months remaining until the U.S. border is set to open to unsafe Mexican trucks and unqualified drivers, Teamsters across the nation are putting pressure on President Clinton to keep the border closed.

If the government allows the US-Mexico border to open, our highways, supermarkets and schools will be at risk. How? Untrained teenage drivers earning \$7 a day will be operating tractor trailers on U.S. highways. Uninspected food will be transported directly to supermarkets, and the flow of drugs will increase. The safety of Teamster families is at stake.

Bipartisan Action

General President James P. Hoffa (photo above) held a bipartisan press conference on Capitol Hill announcing that 260 members of the U.S. House of Representatives had signed a Teamster-backed letter urging the President to keep

the border closed. The Teamster position is supported by both Democrats and Republicans. Leadership from both sides signed onto the letter including Speaker Dennis Hastert (R-IL) and Minority Leader Dick Gephardt (D-MO)

President William Clinton
1600 Pennsylvania Avenue NW
Washington DC 20500
202-456-1414
president@whitehouse.gov

Act Now

Unless the Clinton administration intervenes, the border will open to unsafe Mexican trucks and unqualified drivers January 1, 2000.

"We must bring the entire strength of our membership to bear on President Clinton to prevent the border from opening," Hoffa said. Members should call, write or E-mail President Clinton today and urge him to "stop the part of NAFTA that would open the U.S. border to unsafe trucks and unqualified drivers."

Teamster pressure on the President can make the difference. Your call, your E-mail, or your letter can change the course of history and protect America's highways. Tell your friends and family to call today. It is a matter of life or death.

Overnite Trucking's resistance to its workers' campaign for a fair contract is taking more and more hits.

The latest barrage against the country's sixth largest trucking company came when hundreds of religious and community leaders, educators, elected officials, civil rights leaders, journalists and others signed an "Appeal for Justice for Overnite workers." The Appeal urged Overnite's customers to tell the company to end its "unlawful behavior" and "bargain in good faith" with its workers.

"Overnite has waged a relentless, unlawful campaign to stop our effort to join the Teamsters and bargain a contract," said John Culberson, an Overnite driver from Atlanta, GA. "The company has tried to use every dirty trick in the book to stop us from joining a union. But we are not going to let threats, intimidation, harassment, suspensions, firings and disciplinary write-ups stop us from exercising our rights."

So far, about 40 percent of Overnite's 20,600 drivers and dockworkers have voted to join the Teamsters. However, the company refuses to engage in good faith bargaining with the workers.

Labor Board Hits Company

The company's conduct has drawn the attention of the National Labor Relations Board, which charged the billion dollar firm with hundreds of unlawful actions and sought a nation wide injunction against the company in an effort to curb its unlawful conduct.

Overnite has resorted to using paramilitary style security guards at its terminals to heighten the intimidating atmosphere.

However, the company's intimidation attempts have failed. Fed up with the company's disregard for basic workers rights and the country's labor laws, 1,700 Overnite workers struck the company for a week this past summer. The walkout crippled the firm's operations in just a few days.

Teamsters General President James P. Hoffa asked the strikers to return to work because they won both the company's and the NLRB's attention. After the strikers returned to work, Teamsters officials traveled around the country to meet with the workers to find out about the working conditions at the terminals.

"Staring Down a Short Barrel"

"Overnite is staring down a short barrel at a nationwide strike," said John Murphy, International Vice President and Teamster director of organizing. "The bosses at Overnite better quickly get a grip and stop stalling."

Teamsters around the country are being asked to help turn up the heat on Overnite and to help land a contract for workers. For information on helping Overnite Teamsters win a contract, visit the Teamsters website at www.teamster.org.

Community Blasts Overnite's 'War on Workers' Teamsters Take Demands to Customers



ON THE HILL

A Conversation with Teamster Government Affairs Director Mike Mathis

Mike Mathis, a member of Local 728 in Atlanta, Ga., has worked in the Teamsters Government Affairs department for more than 15 years. Charged by General President James P. Hoffa with taking government affairs and its political action committee D.R.I.V.E into the next millennium, Mathis plans to resurrect a strong bi-partisan base of support for the Teamsters in Congress. In this brief interview he talks about NAFTA, rebuilding the D.R.I.V.E. fund and the importance of political activism.

Q Five years after the implementation of NAFTA, what effect has it had on working Americans?

A First, there is the clear loss of American jobs. Second, a less obvious effect is the "threat" of losing jobs. Our numbers show that more than 500,000 jobs have been lost since NAFTA was introduced.

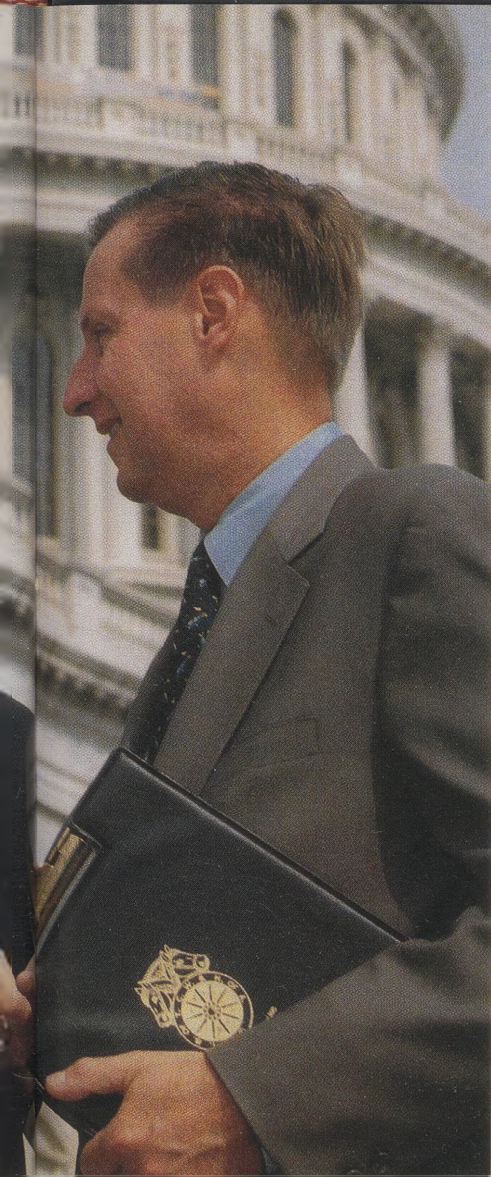
Most of these were manufacturing jobs, the real base of the economy. Additionally, the U.S. recently entered into a pact with Vietnam that introduces American workers into direct competition with Vietnamese workers, who make \$.78 a day. When faced with the choice of paying Americans decent living wages or Vietnamese workers \$.78 a day, big business will choose profits every time. NAFTA has also given big business another tool to intimidate American workers by the very threat of companies closing down. An employer, during contract negotiations or an organizing drive, will use the threat of packing up and moving to Mexico as a means to bully labor into submission. The threat is as damaging as the reality.



Mike Mathis, Government Affairs Director (center) discusses strategy with Chuck Harple, Assistant Director/Political Coordinator (left) and Fred McLuckie, Legislative Coordinator

Q Cross-border trucking has been a priority issue for the Teamsters. How are you addressing this issue?

A In 1995, the Teamsters began organizing support targeted at Members of Congress to keep the border closed. As of today we have over 260 members of Congress signed on to a letter addressed to President Clinton asking him to keep the border closed. Included in that number are 60 Republicans, which reflects the bi-partisan concern over this issue. This is our number one legislative battle. We're not just fighting for Teamster members. This is a nationwide safety concern for our highways, food safety and drug prevention efforts.



Q Why is Teamster involvement in the political system important?

A Every part of our life is in some way influenced by politics. From the water you drink, the air you breathe, your safety conditions at work, the availability of good jobs, to negotiating a fair contract, all of those things are in some way influenced by politics.

Q What is D.R.I.V.E.?

A D.R.I.V.E. is the Teamsters' political action committee and the number one PAC in America. It was started in the late 1950s by then General President James R. Hoffa, and for 40 years it has given Teamster members a political voice. Weekly

contributions to D.R.I.V.E. are the only funds the union can use for contributions to federal candidates.

Q Why is it important to rebuild the D.R.I.V.E. fund?

A General President Hoffa has made D.R.I.V.E. a priority because the money raised through D.R.I.V.E. gives us the tools to educate our members. We use D.R.I.V.E. for several purposes, to make contributions to candidates, publish voting records and for field staff to go out and help educate members on labor issues. Financially, we will always be outspent by big business. In 1996, for example, labor spent over \$35 million on issue-advertising. That was the most we ever spent in an election year, but we were still outspent 11-1 by big business. Still, we must be able to support our friends and mount strong opposition to those who oppose worker-friendly legislation.

Q How will bipartisanship affect D.R.I.V.E.'s efforts to mobilize members of congress?

A One of the key platform issues for General President Hoffa is that we should not be tied to one particular party. This is a very smart strategy. The reality of politics today is that we won't see huge margins for one political party or the other on Capitol Hill. So it becomes important for us to support candidates who will help us regardless of their party affiliations. This strategy adds a lot of credibility to our organization. Our members

should be proud of the fact that the Teamsters are a big tent of ideas, and there is room in this organization for everyone.

Q Making D.R.I.V.E. the largest political action committee in the country and keeping our members politically active is a very large task. When all is said and done, what do the Teamsters need to accomplish?

A At the end of the day, I think we need to be seen as active leaders in the political debate. Based on the positions the General President has taken since he was sworn in, we have a chance to shape the direction of the labor movement. Historically, other unions look to the Teamsters for leadership, and I believe that will continue. However, we can't do it without the support of our members. There is no doubt that what is good for organized labor is good for this country.

Q What can Teamster members look for in the immediate future as far as political activism by the Teamsters.

A The General President believes that we must continue to educate our members. We now have 12 D.R.I.V.E. field representatives around the country who will be visiting work sites to talk directly to members. In addition to joining D.R.I.V.E., we ask all of our members to register to vote. If you are not registered, you can't vote, it's as simple as that. An educated member is an active member. An active member is a voter. When Teamsters vote, labor wins.

D.R.I.V.E Regional Representatives

Eastern Region: Carl DiPietro, Pete Bullwinkle, Cliff Nolan.

Southern Region: John Lockard, Tom Brewer. *Central Region:*

Nancy Yoke, Tony Fiori, Luther Ward. *Western Region:* Mark Shumar, Adolph Felix, Walt Johnson, Ed Reynoso.



Teamsters Local 430 Secretary-Treasurer Allen Koch at the Preston terminal in York, Pennsylvania.

Teamsters Investigate Preston Trucking

Firms Closure Leaves Many Unanswered Questions

Preston Trucking, the nation's largest union carrier, closed its doors and locked its gates without warning recently. The shut down put 4,000 Teamsters at 61 terminals out of work.

"It is certainly suspicious, the way it was done. It certainly warrants an investigation, and that's what we're doing," said James P. Hoffa, Teamsters General President.

Hoffa is referring to some alarming activities surrounding Preston's closure. In 1993, Yellow Freight bought Preston, a unionized carrier serving the northeast and midwest. Five years later, Yellow sold Preston to a group of five managers.

That sale left Preston debt-free.

Just one year later, Yellow bought Jevic, a non-union regional carrier that services the same areas that Preston did. Only 18 days after Yellow secured the Jevic deal, Preston closed its doors.

"It was a complete shock. I can't explain it. The company was making money," said Al Koch, Local 430 Secretary-Treasurer, who went to work for Preston in 1966.

"They're butchering this hog while it's fat. And 430 people here in York got their throats slit," David Mohler, Local 430.

The IBT will investigate any violation of the WARN Act that Preston may have committed. The WARN Act requires companies to give reasonable notice before closing their

doors unless the company had no control over the events that caused the closure.

Fred Perillo, a leading labor attorney, will represent local unions and their members in the bankruptcy proceeding. Forms will be provided to members so they can file claims for unpaid vacations, holidays, and any other monies due to them.

"They're butchering this hog while it's fat. And 430 people here in York got their throats slit."

— DAVID MOHLER,
LOCAL 430

Supervisors Doing Members' Work Doesn't Fly With UPS Air Ramp Workers

It was an expensive lesson for UPS management. Company supervisors in Louisville, Kentucky learned that Teamsters won't sit idle and allow their work to be performed by management.

After watching supervisors perform work that should have been done by UPS Teamsters for four days, Local 89 part-time steward Brian Hamm filed a grievance to halt the practice and get back pay for 30 air ramp workers who load cargo containers onto UPS airplanes.

The case was heard before a grievance panel in Kentucky. With assistance from the International Union, the workers won.

UPS was ordered to pay the workers 480 hours of back pay, which works out to four hours per worker per day that supervisors performed their work.

"Contract enforcement begins on the shop floor," said Hamm. "If we don't enforce our own contract, nobody else is going to do it for us."

Election Officer's Report Of the Results of the 1996 IBT International Officer Election: 1998 Rerun Election Southern Region Rerun Election

This report publishes, by IBT local union, the final results of the 1996 IBT International officer rerun elections.

The 1998 Rerun Election was ordered after the Election Officer determined that misconduct by Ron Carey in connection with the 1996 IBT International officer election violated the **Rules for the 1995-1996 IBT International Union and Delegate Officer Election** "may have affected the outcome of the election." See **Rules**, Art. XIV, § 3(b); *United States v. IBT*, 981 F. Supp. 222 (S.D.N.Y. 1997) (court decision ordering rerun election); *United States v. IBT*, 988 F. Supp. 759 (S.D.N.Y. 1997), *aff'd*, 156 F.3d 354 (2d Cir. 1998) (court decisions upholding the Election Officer's disqualification of Ron Carey). Based upon these violations, the Election Officer declined to certify the election results for all contests except for IBT Central Regional Vice-President and the President of Teamsters Canada. See *United States v. IBT*, 981 F. Supp. at 225. The United States District Court approved the first plan for a rerun election on September 29, 1997. *United States v. IBT*, 981 F. Supp. at 222.

After the Election Office completed the investigation of protests arising from the 1996 IBT International officer election and received, in September 1998, funding to conduct and supervise the Rerun Election, the Election Officer ob-

tained Court approval for a final Rerun Election Plan. The ballot count for the 1998 Rerun Election commenced on December 3, 1998. Because the margin of victory for winning regional vice-president candidates in the Southern and Western regions was less than 3% of the total votes in each of those regions, challenged ballots were resolved and a supplemental count for each region was completed on December 9, 1998. The tabulated rerun election results for all International officer positions were announced as of December 9, 1998.

Post-election protests were filed, and in January 1999 the Election Officer resolved all matters except for protests relating to the election of Teamsters Canada Vice-Presidents. *DeBella*, PR-409-JC-18-NYC (January 28, 1999). The Election Officer's ruling denied all protests except for allegations of misconduct by J.D. Potter, a candidate for Southern Regional Vice-President. The protesters appealed this determination and the Election Officer's ruling was affirmed, except as to the remedy for the violation involving the Southern Regional Vice-President election. For that violation, the Election Appeals Master and the Court ordered a rerun election. *In re DeBella*, 99-Elec. App. 424 (February 23, 1999); *United States v. IBT*, 39 F. Supp. 2d 397 (S.D.N.Y. 1999). On March 19, 1999, the same day as the District

NAME	OFFICE
James P. Hoffa	General President
Tom Keegel	General Secretary Treasurer
Randy Cammack	IBT Vice-President At-Large
Chester Glanton	IBT Vice-President At-Large
Tom O'Donnell	IBT Vice-President At-Large
Fred Gegare	IBT Vice-President At-Large
Ralph Taurone	IBT Vice-President At-Large
Jack Cipriani	Eastern Regional Vice-President
Dan DeSanti	Eastern Regional Vice-President
John Murphy	Eastern Regional Vice-President
Richard Volpe	Eastern Regional Vice-President
Charlie Gardner	Southern Regional Vice-President
Ken Wood	Southern Regional Vice-President
Chuck Mack	Western Regional Vice-President
Jon Rabine	Western Regional Vice-President
Jim Santangelo	Western Regional Vice-President
Joe McLean	Teamsters Canada Vice-President
Larry McDonald	Teamsters Canada Vice-President
Jose E. Cadiz	IBT International Trustee
Ron McClain	IBT International Trustee
John Steger	IBT International Trustee

Court decision, the Election Officer certified the election of candidates to all offices except for Teamsters Canada Vice-President and one Southern Regional Vice-President.

The Election Officer resolved post-election protests concerning the Teamsters Canada Vice-President election, *Zimmerman*, PR-429-LU987-NYC (March 31, 1999), and that ruling was appealed. The Election Appeals Master affirmed the Election Officer's ruling, *In re Zimmerman*, 99-Elec. App.-430 (KC) (May 10 and May 21, 1999), and no further appeals were taken. When the time

to appeal to the United States District Court expired, the Election Officer certified the election results for Teamsters Canada Vice-President.

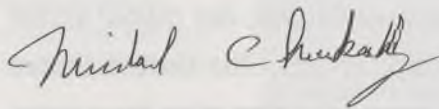
A rerun election for Southern Regional Vice-President was held as a result of the post-election disqualification of J.D. Potter. *United States v. IBT*, 39 F. Supp. 2d at 397. The ballot count for the Southern Region Rerun Election was completed on June 11, 1999, and there were no post-election protests. The Election Officer certified the election results on June 17, 1999.

Accordingly, the election results for all IBT International offices contested in the rerun of the 1996 IBT International officer election have been certified. The following members of the International are the duly elected International officers (see box at left).

The *Supplemental Rules for the Conduct of the 1996 IBT International Officer Mail Ballot Rerun Election*, § VI, ¶ 11, requires the IBT to publish the results of the election "on a union-wide basis" and also to break down the results "by IBT region and by local union." The full results for the 1998 Rerun Election, including the Southern Region Rerun Election, are printed in this report.

Dated: August 4, 1999

New York, New York



Michael G. Cherkasky
Election Officer

Summary of Results

	Central Region	Eastern Region	Southern Region	Southern Rerun**	Western Region	Canadian Region	Total IBT
Locals Counted	162	194	45	45	105	35	541
	29.94%	35.86%	8.32%		19.41%	6.47%	100.00%
Ballots Counted - Total							367,232
Ballots Counted - Canadian						16,599	16,599
Ballots Counted - Central	133,185						133,185
Ballots Counted - Eastern		117,549					117,549
Ballots Counted - Southern			29,430	20,683			29,430
Ballots Counted - Western					70,469		70,469
GENERAL PRESIDENT							
*Jim Hoffa	73,012	65,196	14,734		36,470	6,186	195,598
	55.17%	56.20%	50.04%		52.72%	59.56%	54.52%
Tom Leedham	51,769	43,611	13,370		28,162	4,201	141,113
	39.12%	37.60%	46.24%		40.34%	40.44%	39.33%
John Metz	7,553	7,192	1,078		4,776	1,438	22,037
	5.71%	6.20%	3.72%		6.94%	13.84%	6.14%
GENERAL SEC.-TREAS.							
*Tom Keegel	69,240	59,951	13,971		33,230	5,528	181,920
	53.12%	53.42%	48.26%		49.81%	49.84%	52.06%
John McCormick	51,278	42,217	13,200		27,493	3,961	138,149
	39.34%	37.62%	46.43%		40.90%	35.71%	39.53%
Tom Sever	8,501	8,981	1,323		5,425	1,603	25,833
	6.52%	8.00%	4.65%		8.15%	14.45%	7.39%
Kenneth Hollowell	1,338	1,071	190		750	191	3,540
	1.03%	0.95%	0.66%		1.14%	1.84%	1.01%
TRUSTEES							
*Jose Cadiz	68,748	60,433	13,996		34,119	5,543	182,839
	20.16%	20.50%	19.01%		19.70%	20.97%	20.04%
*Ron McClain	70,905	61,864	14,336		34,200	5,895	187,200
	20.79%	20.99%	19.48%		19.75%	22.30%	20.51%
*John Steger	70,109	60,830	14,103		33,387	5,644	184,073
	20.55%	20.64%	19.16%		19.28%	21.35%	20.17%
Dave Eckstein	50,504	41,426	12,991		26,515	3,709	135,145
	14.81%	14.06%	17.96%		15.19%	14.03%	14.81%
Kim Shanahan	52,752	43,209	13,321		27,746	4,220	141,248
	15.47%	14.66%	18.42%		15.90%	15.96%	15.48%
Mel Kahele	8,526	8,137	1,258		4,897	1,423	24,241
	2.50%	2.76%	1.74%		2.82%	5.38%	2.66%
Lanita Miller	9,160	8,735	1,446		5,512	1,756	26,609
	2.69%	2.96%	1.99%		3.20%	16.91%	2.92%
Maria Perez	10,381	10,093	1,623		7,183	1,908	31,188
	3.04%	3.42%	2.24%		4.16%	18.37%	3.42%
AT-LARGE V.P.							
*Randy Cammack	69,676	60,869	14,112		34,056	5,708	184,421
	11.81%	12.00%	10.90%		11.42%	12.14%	11.70%
*Chester Glanton	68,950	59,849	13,911		32,859	5,583	181,152
	11.69%	11.80%	10.74%		11.01%	11.87%	11.50%
*Tom O'Donnell	71,074	62,546	14,299		34,418	5,899	188,236
	12.05%	12.34%	11.04%		11.54%	12.54%	11.95%
*Fred Gegare	68,633	59,649	13,813		32,762	5,506	180,363
	11.63%	11.76%	10.67%		10.98%	11.71%	11.45%
*Ralph Taurone	68,602	60,133	13,894		33,202	5,543	181,374
	11.63%	11.86%	10.73%		11.13%	11.79%	11.51%
Willie Smith	50,189	41,040	13,015		26,337	3,877	134,458
	8.51%	8.09%	10.23%		8.76%	8.24%	8.53%
Doug Webber	50,709	40,858	12,939		26,058	3,798	134,362
	8.60%	8.06%	10.17%		8.66%	8.08%	8.53%
Diana Kilmury	51,982	42,756	13,082		27,476	4,348	139,644
	8.81%	8.43%	10.28%		9.14%	9.24%	8.86%
John Riojas	49,038	40,270	12,733		26,352	3,598	131,991
	8.31%	7.94%	10.01%		8.76%	7.65%	8.38%
Jack Cox	8,992	8,891	1,326		5,243	1,681	26,133
	1.52%	1.75%	1.04%		1.76%	3.57%	1.66%
Sergio Lopez	8,119	8,589	1,266		6,317	1,492	25,783
	1.38%	1.69%	0.99%		2.12%	3.17%	1.64%
John Green	8,991	8,266	1,304		5,049	1,661	25,271
	1.52%	1.63%	1.02%		1.70%	15.99%	1.60%
Bill Bounds	8,354	7,568	1,242		4,612	1,486	23,262
	1.42%	1.49%	0.97%		1.55%	14.31%	1.48%
Robert Spearman	3,826	3,667	1,032		2,959	546	12,030
	0.65%	0.72%	0.81%		0.99%	5.26%	0.76%
C. Sam Theodus	2,803	2,096	517		1,452	311	7,179
	0.48%	0.41%	0.40%		0.48%	2.99%	0.46%

* Elected.

** Southern Region Rerun not included in "Total IBT" figures.

Summary of Results

	Central Region	Eastern Region	Southern Region	Southern Rerun**	Western Region	Canadian Region	Total IBT
REGIONAL V.P.-CANADA							
Tom Baldwin						5,501	5,501
						19.50%	19.50%
Garnet Zimmerman						5,568	5,568
						19.74%	19.74%
Wayne Maslen						1,206	1,206
						4.28%	4.28%
Robert Fletcher						1,231	1,231
						4.36%	4.36%
*Joe McLean						7,340	7,340
						26.02%	26.02%
*Larry McDonald						7,363	7,363
						26.10%	26.10%
REGIONAL V.P.-EASTERN							
*Jack Cipriani		60,625					60,625
		15.17%					15.17%
*Dan DeSanti		59,941					59,941
		15.00%					15.00%
*John Murphy		61,851					61,851
		15.48%					15.48%
*Richard Volpe		59,999					59,999
		15.01%					15.01%
Rick Dade		40,704					40,704
		10.19%					10.19%
Eddie Kornegay		40,007					40,007
		10.01%					10.01%
Tom Gilmartin		40,923					40,923
		10.24%					10.24%
John Morris		11,810					11,810
		2.96%					2.96%
Joe Padellaro		8,548					8,548
		2.14%					2.14%
Patrick DeFelice		7,721					7,721
		1.93%					1.93%
George W. Cashman		7,491					7,491
		1.87%					1.87%
REGIONAL V.P.-SOUTHERN							
J.D. Potter - DISQUALIFIED. See note.			14,106				14,106
			25.46%				25.46%
*Ken Wood			14,388				14,388
			25.97%				25.97%
Mike McGowan			13,103				13,103
			23.65%				23.65%
Doug Mims			12,970				12,970
			23.41%				23.41%
Aaron Belk			838				838
			1.51%				1.51%
REGIONAL V.P.-SOUTHERN RERUN							
Doug Mims				7,160			
				34.61%			
Aaron Belk				2,239			
				10.82%			
*Charlie Gardner				11,274			
				54.50%			
REGIONAL V.P.-WESTERN							
*Chuck Mack					34,557		34,557
					17.84%		17.84%
*Jon Rabine					32,853		32,853
					16.96%		16.96%
*Jim Santangelo					33,617		33,617
					17.36%		17.36%
Bob Hasegawa					26,132		26,132
					13.49%		13.49%
Maria Martinez					27,606		27,606
					14.25%		14.25%
Ken Mee					25,642		25,642
					13.24%		13.24%
Paul Lopez					5,641		5,641
					2.91%		2.91%
Mark Shumar					5,102		5,102
					2.63%		2.63%
Ed J. Mireles					2,512		2,512
					1.30%		1.30%

* Elected.

** Southern Region Rerun not included in "Total IBT" figures.

Note: J.D. Potter was disqualified because the Election Officer ruled that he had violated campaign finance rules. A rerun election was ordered for one Southern Regional Vice-President position. *United States v. IBT*, 39 F. Supp. 2d 397 (S.D.N.Y. 1999).

Central Region

Local Union	4	6	7	20	23	24	26	40	41	43	50	51	52	75	89
Ballots Counted	105	309	459	2,477	21	1,264	577	279	2,617	373	438	321	387	1,219	3,129
GENERAL PRESIDENT															
*Jim Hoffa	57	133	222	1717	8	418	281	136	1806	125	200	236	332	761	1333
	54.80%	43.32%	48.57%	69.65%	38.09%	33.28%	49.55%	48.92%	69.14%	33.69%	45.18%	73.52%	86.68%	62.99%	42.82%
Tom Leedham	44	47	220	669	12	786	176	121	718	228	122	76	44	374	1573
	42.30%	15.30%	48.14%	27.13%	57.14%	62.57%	31.04%	43.52%	27.48%	61.45%	28.17%	23.67%	11.48%	30.96%	50.53%
John Metz	3	127	15	79	1	52	110	21	88	18	111	9	7	73	207
	2.88%	41.36%	3.28%	3.20%	4.76%	4.14%	19.40%	7.55%	3.36%	4.85%	25.63%	2.80%	1.82%	6.04%	6.64%
GENERAL SEC.-TREAS.															
*Tom Keegel	58	126	208	1645	7	387	248	130	1763	110	176	222	319	718	1222
	55.76%	41.44%	46.22%	67.77%	33.33%	31.08%	44.84%	47.61%	67.96%	30.30%	41.31%	71.15%	83.72%	60.84%	39.93%
John McCormick	42	47	218	663	12	769	173	118	721	224	131	74	43	380	1564
	40.38%	15.46%	48.44%	27.31%	57.14%	61.76%	31.28%	43.22%	27.79%	61.70%	30.75%	23.71%	11.28%	32.20%	51.11%
Tom Sever	4	131	20	98	2	77	126	25	94	25	116	11	12	74	234
	3.84%	43.09%	4.44%	4.03%	9.52%	6.18%	22.78%	9.15%	3.62%	6.88%	27.23%	3.52%	3.14%	6.27%	7.64%
Kenneth Hollowell	0	0	4	21	0	12	6	0	16	4	3	5	7	8	40
	0.00%	0.00%	0.88%	0.86%	0.00%	0.96%	1.08%	0.00%	0.61%	1.10%	0.70%	1.60%	1.83%	0.67%	1.30%
TRUSTEES															
*Jose Cadiz	56	126	209	1630	8	386	243	126	1748	113	171	221	309	697	1230
	20.51%	14.56%	18.44%	24.52%	15.09%	12.84%	16.53%	18.02%	24.64%	12.79%	14.86%	25.57%	28.85%	21.95%	16.22%
*Ron McClain	57	132	218	1672	7	411	257	134	1774	127	192	226	320	738	1282
	20.87%	15.26%	19.24%	25.15%	13.20%	13.67%	17.48%	19.17%	25.01%	14.38%	16.69%	26.15%	29.87%	23.25%	16.90%
*John Steger	56	127	211	1649	7	402	260	127	1772	112	186	224	316	729	1251
	20.51%	14.68%	18.62%	24.80%	13.20%	13.37%	17.68%	18.16%	24.98%	12.68%	16.17%	25.92%	29.50%	22.96%	16.49%
Dave Eckstein	39	48	214	660	11	782	171	111	713	224	121	73	44	360	1522
	14.28%	5.54%	18.88%	9.92%	20.75%	26.02%	11.63%	15.87%	10.05%	25.36%	10.52%	8.44%	4.10%	11.34%	20.07%
Kim Shanahan	46	54	219	701	12	778	182	123	732	221	136	78	51	381	1605
	16.84%	6.24%	19.32%	10.54%	22.64%	25.89%	12.38%	17.59%	10.32%	25.02%	11.82%	9.02%	4.76%	12.00%	21.16%
Mel Kafke	7	125	22	101	1	78	115	24	112	30	118	15	9	82	204
	2.56%	14.45%	1.94%	1.51%	1.88%	2.59%	7.82%	3.43%	1.57%	3.39%	10.26%	1.73%	0.84%	2.58%	2.69%
Lanita Miller	5	123	18	106	3	65	123	32	100	29	114	12	10	89	242
	1.83%	14.21%	1.58%	1.59%	566.00%	2.16%	8.36%	4.57%	1.40%	3.28%	9.91%	1.38%	0.93%	2.80%	3.19%
Maria Perez	7	130	22	128	4	103	119	22	142	27	112	15	12	98	246
	2.56%	15.02%	1.94%	1.92%	7.54%	3.42%	8.09%	3.14%	2.00%	3.05%	9.73%	1.73%	1.12%	3.08%	3.24%
AT-LARGE V. P.															
*Randy Cammack	56	126	212	1652	8	395	251	129	1760	120	180	222	315	708	1242
	11.94%	9.45%	10.55%	14.54%	8.51%	7.29%	10.27%	10.76%	14.50%	7.62%	9.66%	15.08%	17.61%	13.12%	9.30%
*Chester Glanton	54	125	212	1628	7	385	242	128	1761	112	173	223	311	700	1237
	11.51%	9.38%	10.55%	14.33%	7.44%	7.10%	9.90%	10.68%	14.51%	7.12%	9.28%	15.14%	17.39%	12.97%	9.27%
*Tom O'Donnell	59	131	219	1675	8	407	250	133	1782	122	191	228	319	709	1274
	12.57%	9.83%	10.90%	14.74%	8.51%	7.51%	10.23%	11.10%	14.68%	7.75%	10.25%	15.48%	17.84%	13.14%	9.54%
*Fred Gagare	54	125	206	1621	9	379	243	130	1752	124	171	219	304	778	1205
	11.51%	9.38%	10.25%	14.26%	9.57%	6.99%	9.94%	10.85%	14.44%	7.88%	9.17%	14.87%	17.00%	14.42%	9.03%
*Ralph Taurone	54	129	209	1635	8	387	238	128	1755	111	173	223	308	693	1212
	11.51%	9.68%	10.40%	14.39%	8.51%	7.14%	9.74%	10.68%	14.46%	7.05%	9.28%	15.14%	17.22%	12.84%	9.08%
Willie Smith	41	45	207	651	12	763	171	107	702	216	110	71	44	359	1524
	8.74%	3.37%	10.30%	5.73%	12.76%	14.09%	6.99%	8.93%	5.78%	13.73%	5.90%	4.82%	2.46%	6.65%	11.42%
Doug Webber	42	47	219	669	12	762	178	114	710	225	129	74	41	367	1529
	8.95%	3.52%	10.90%	5.88%	12.76%	14.07%	7.28%	9.51%	5.85%	14.30%	6.92%	5.02%	2.29%	6.80%	11.45%
Diana Kilmury	43	49	216	683	12	771	177	117	727	217	125	76	48	373	1573
	9.16%	3.67%	10.75%	6.01%	12.76%	14.23%	7.24%	9.76%	5.99%	13.79%	6.70%	5.16%	2.68%	6.91%	11.78%
John Riojas	39	43	208	640	12	747	160	107	705	208	107	70	38	340	1484
	8.31%	3.22%	10.35%	5.63%	12.76%	13.79%	6.54%	8.93%	5.81%	13.22%	5.74%	4.75%	2.12%	6.30%	11.12%
Jack Cox	6	127	19	107	1	77	117	23	104	29	117	12	10	81	220
	1.27%	9.53%	0.94%	0.94%	1.06%	1.42%	4.78%	1.91%	0.85%	1.84%	6.28%	0.81%	0.55%	1.50%	1.64%
Sergio Lopez	5	123	18	100	3	61	104	20	97	24	101	14	7	78	190
	1.06%	9.23%	0.89%	0.88%	3.19%	1.12%	4.25%	1.66%	0.79%	1.52%	5.42%	0.95%	0.39%	1.44%	1.42%
John Green	5	127	24	109	1	74	120	27	101	27	145	10	9	91	249
	1.06%	9.53%	1.19%	0.95%	1.06%	1.36%	4.91%	2.25%	0.83%	1.71%	7.78%	0.67%	0.50%	1.68%	1.86%
Bill Bounds	4	127	18	97	1	70	157	22	100	23	116	15	12	79	233
	0.85%	9.53%	0.89%	0.85%	1.06%	1.29%	6.42%	1.83%	0.82%	1.46%	6.22%	1.01%	0.67%	1.46%	1.74%
Robert Spearman	4	7	17	49	0	52	20	8	51	10	15	12	8	25	115
	0.85%	0.52%	0.84%	0.43%	0.00%	0.96%	0.81%	0.66%	0.42%	0.63%	0.80%	0.81%	0.44%	0.46%	0.86%
C. Sam Theodius	3	1	5	44	0	85	15	5	24	5	10	3	14	12	57
	0.63%	0.07%	0.24%	0.38%	0.00%	1.56%	0.61%	0.41%	0.19%	0.31%	0.53%	0.20%	0.78%	0.22%	0.42%

* Elected.

Central Region

Local Union	90	92	100	105	113	114	116	120	123	124	133	135	142	147	160
Ballots Counted	373	1,064	2,191	21	48	372	354	3,107	199	135	119	4,291	1,338	858	255
GENERAL PRESIDENT															
*Jim Hoffa	114	679	920	18	23	321	241	1790	103	111	39	2300	720	597	163
	30.64%	63.99%	42.12%	65.00%	48.93%	86.75%	70.05%	57.94%	52.02%	82.83%	33.62%	53.91%	51.01%	69.74%	64.42%
Tom Leedham	240	340	1169	6	19	39	74	1182	79	22	23	1693	553	213	76
	64.51%	32.04%	53.52%	30.00%	40.42%	10.54%	21.51%	38.26%	39.89%	16.41%	19.82%	39.68%	41.48%	24.88%	30.03%
John Metz	18	42	95	1	5	10	29	117	16	1	54	273	60	46	14
	4.83%	3.95%	4.34%	5.00%	10.63%	2.70%	8.43%	3.78%	8.08%	0.74%	46.55%	6.39%	4.50%	5.37%	5.53%
GENERAL SEC.-TREAS.															
*Tom Keegel	108	655	869	12	18	311	219	1815	94	107	36	2191	671	576	156
	29.34%	62.61%	40.19%	60.00%	38.29%	86.14%	65.37%	59.23%	47.95%	80.45%	31.03%	51.85%	51.53%	68.48%	63.93%
John McCormick	237	337	1155	4	22	39	77	1103	80	25	21	1695	542	207	72
	64.40%	32.21%	53.42%	20.00%	46.80%	10.80%	22.98%	35.99%	40.81%	18.79%	18.10%	40.11%	41.62%	24.61%	29.50%
Tom Sever	21	46	121	4	6	10	35	126	21	1	58	304	71	51	10
	5.70%	4.39%	5.59%	20.00%	12.76%	2.77%	10.44%	4.11%	10.71%	0.75%	50.00%	7.19%	5.45%	6.06%	4.09%
Kenneth Hollowell	2	8	17	0	1	1	4	20	1	0	1	35	18	7	6
	0.54%	0.76%	0.78%	0.00%	2.12%	0.27%	1.19%	0.65%	0.51%	0.00%	0.86%	0.82%	1.38%	0.83%	2.45%
TRUSTEES															
*Jose Cadiz	107	649	843	12	20	308	222	1708	89	104	36	2189	659	572	150
	12.17%	23.19%	15.65%	23.07%	17.69%	29.41%	23.54%	21.20%	17.87%	27.73%	10.94%	19.79%	19.53%	24.43%	22.83%
*Ron McClain	115	675	896	13	19	313	237	1752	99	108	39	2285	692	610	160
	13.08%	24.12%	16.64%	25.00%	16.81%	29.89%	25.13%	21.75%	19.87%	28.80%	11.85%	20.66%	20.50%	26.05%	24.35%
*John Steger	112	661	890	13	18	315	231	1769	95	107	39	2238	674	589	157
	12.74%	23.62%	16.53%	25.00%	15.92%	30.08%	24.49%	21.96%	19.07%	28.53%	11.85%	20.24%	19.97%	25.16%	23.89%
Dave Eckstein	237	341	1170	5	19	39	75	1142	76	23	23	1672	535	199	69
	26.96%	12.18%	21.73%	9.61%	16.81%	3.72%	7.95%	14.17%	15.26%	6.13%	6.99%	15.12%	15.85%	8.50%	10.50%
Kim Shanahan	236	329	1179	5	20	44	78	1185	79	23	28	1733	563	217	75
	26.84%	11.75%	21.89%	9.61%	17.69%	4.20%	8.27%	14.71%	15.86%	6.13%	8.51%	15.67%	16.68%	9.26%	11.41%
Mel Kahele	22	47	124	2	6	8	27	161	19	4	56	294	66	48	13
	2.50%	1.67%	2.30%	3.84%	5.30%	0.76%	2.86%	1.99%	3.81%	1.06%	17.02%	2.65%	1.95%	2.05%	1.97%
Lanita Miller	24	52	133	1	5	8	38	158	22	1	52	318	77	55	20
	2.73%	1.85%	2.47%	1.92%	4.42%	0.76%	4.02%	1.96%	4.41%	0.26%	15.80%	2.87%	2.28%	2.34%	3.04%
Maria Perez	26	44	149	1	6	12	35	180	19	5	56	328	108	51	13
	2.95%	1.57%	2.76%	1.92%	5.30%	1.14%	3.71%	2.23%	3.81%	1.33%	17.02%	2.96%	3.20%	2.17%	1.97%
AT-LARGE V. P.															
*Randy Cammack	111	657	868	13	18	308	232	1738	92	106	37	2228	672	589	158
	6.94%	13.63%	9.09%	14.77%	9.04%	17.57%	14.85%	12.47%	10.68%	16.66%	7.21%	11.60%	11.47%	14.91%	14.09%
*Chester Glanton	108	652	851	11	18	308	223	1723	93	107	37	2199	665	578	149
	6.75%	13.52%	8.91%	12.50%	9.04%	17.57%	14.27%	12.36%	10.80%	16.82%	7.21%	11.45%	11.35%	14.64%	13.29%
*Tom O'Donnell	115	674	906	15	20	314	236	1797	100	107	39	2277	694	594	159
	7.19%	13.98%	9.48%	17.04%	10.05%	17.92%	15.10%	12.89%	11.61%	16.82%	7.60%	11.85%	11.85%	15.04%	14.18%
*Fred Gegare	111	648	846	11	18	307	220	1714	90	105	37	2189	653	574	155
	6.94%	13.44%	8.86%	12.50%	9.04%	17.52%	14.08%	12.30%	10.45%	16.50%	7.21%	11.39%	11.15%	14.53%	13.82%
*Ralph Taurone	108	646	850	12	19	306	218	1702	90	107	37	2200	660	572	149
	6.75%	13.40%	8.90%	13.63%	9.54%	17.46%	13.95%	12.21%	10.45%	16.82%	7.21%	11.45%	11.27%	14.48%	13.29%
Willie Smith	238	329	1159	6	19	42	72	1131	77	21	23	1674	535	197	66
	14.88%	6.82%	12.13%	6.81%	9.54%	2.39%	4.60%	8.11%	8.94%	3.30%	4.48%	8.71%	9.13%	4.98%	5.88%
Doug Webber	240	335	1160	6	17	40	70	1144	77	23	23	1680	533	205	73
	15.00%	6.95%	12.14%	6.81%	8.54%	2.28%	4.48%	8.21%	8.94%	3.61%	4.48%	8.74%	9.10%	5.19%	6.51%
Diana Kilmury	238	334	1171	4	21	42	87	1172	78	22	28	1718	553	215	72
	14.88%	6.92%	12.26%	4.54%	10.55%	2.39%	5.56%	8.41%	9.05%	3.45%	5.45%	8.94%	9.44%	5.44%	6.42%
John Riojas	235	317	1127	4	18	39	59	1087	72	20	21	1627	521	185	63
	14.69%	6.57%	11.80%	4.54%	9.04%	2.22%	3.77%	7.80%	8.36%	3.14%	4.09%	8.47%	8.89%	4.68%	5.61%
Jack Cox	24	53	140	1	4	10	36	167	23	3	58	321	70	54	16
	1.50%	1.09%	1.46%	1.13%	2.01%	0.57%	2.30%	1.19%	2.67%	0.47%	11.30%	1.67%	1.19%	1.36%	1.42%
Sergio Lopez	16	41	103	1	7	9	29	119	17	3	54	268	72	41	11
	1.00%	0.85%	1.07%	1.13%	3.51%	0.51%	1.85%	0.85%	1.97%	0.47%	10.52%	1.39%	1.22%	1.03%	0.98%
John Green	22	49	119	1	5	10	32	148	23	2	58	328	72	56	19
	1.37%	1.01%	1.24%	1.13%	2.51%	0.57%	2.04%	1.06%	2.67%	0.31%	11.30%	1.70%	1.22%	1.41%	1.69%
Bill Bounds	23	43	108	3	6	9	28	139	17	2	56	307	68	56	15
	1.43%	0.89%	1.13%	3.40%	3.01%	0.51%	1.79%	0.99%	1.97%	0.31%	10.91%	1.59%	1.16%	1.41%	1.33%
Robert Spearman	4	22	88	0	5	5	13	102	10	3	2	120	58	20	13
	0.25%	0.45%	0.92%	0.00%	2.51%	0.28%	0.83%	0.73%	1.16%	0.47%	0.38%	0.62%	0.99%	0.50%	1.15%
C. Sam Theodus	6	20	52	0	4	3	7	50	2	5	3	68	29	12	3
	0.37%	0.41%	0.54%	0.00%	2.01%	0.17%	0.44%	0.35%	0.23%	0.78%	0.58%	0.35%	0.49%	0.30%	0.26%

* Elected.

Central Region

Local Union	164	179	200	214	215	221	236	238	243	244	245	247	279	283	284
Ballots Counted	484	775	2,333	1,428	1,087	418	100	1,010	1,211	126	1,535	1,193	214	600	1,388
GENERAL PRESIDENT															
*Jim Hoffa	303	596	761	972	910	218	46	605	267	101	1299	928	175	437	949
	63.12%	77.00%	32.31%	68.59%	83.87%	52.65%	47.91%	60.01%	22.19%	80.15%	84.95%	78.51%	81.77%	73.32%	68.71%
Tom Leedham	161	146	1473	346	138	165	42	338	895	23	179	222	29	141	346
	33.54%	18.86%	63.38%	24.41%	12.71%	39.85%	43.75%	33.53%	74.39%	18.25%	11.70%	18.78%	13.55%	23.65%	25.05%
John Metz	18	32	100	99	37	31	8	65	41	2	51	32	10	18	86
	3.33%	4.13%	4.30%	6.98%	3.41%	7.48%	8.33%	6.44%	3.40%	1.58%	3.33%	2.70%	4.67%	3.02%	6.22%
GENERAL SEC.-TREAS.															
*Tom Keegel	285	572	717	884	872	208	43	569	244	94	1268	738	160	406	921
	60.12%	75.06%	31.26%	64.10%	81.41%	51.48%	45.74%	58.06%	20.53%	77.68%	83.58%	64.62%	76.19%	68.46%	67.37%
John McCormick	164	148	1458	369	143	153	40	339	880	22	187	184	35	150	347
	34.59%	19.42%	63.58%	26.75%	13.35%	37.87%	42.55%	34.59%	74.07%	18.18%	12.32%	16.11%	166.66%	25.29%	25.38%
Tom Sever	18	37	106	98	45	38	9	64	52	2	50	33	12	24	92
	3.79%	4.85%	4.62%	7.10%	4.20%	9.40%	9.57%	6.53%	4.37%	1.65%	3.29%	2.88%	5.71%	4.04%	6.73%
Kenneth Hollowell	7	5	12	28	11	5	2	8	12	3	12	187	3	13	7
	1.47%	0.65%	0.52%	2.03%	1.02%	1.23%	2.12%	0.81%	1.01%	2.47%	0.79%	16.37%	1.42%	2.19%	0.51%
TRUSTEES															
*Jose Gadiz	280	562	709	884	868	191	45	558	251	96	1262	810	163	407	916
	22.31%	26.20%	12.89%	23.48%	28.21%	18.36%	17.85%	21.33%	9.24%	27.74%	28.87%	26.12%	26.94%	25.13%	24.27%
*Ron McClain	294	585	741	912	880	201	46	583	255	97	1283	850	171	418	935
	23.42%	27.27%	13.47%	24.22%	28.60%	19.32%	18.25%	22.28%	9.39%	28.03%	29.35%	27.41%	28.26%	25.81%	24.77%
*John Steger	288	575	731	899	887	199	46	572	246	94	1277	828	163	411	923
	22.94%	26.80%	13.29%	23.88%	28.83%	19.13%	18.25%	21.86%	9.06%	27.16%	29.21%	26.70%	26.94%	25.38%	24.45%
Dave Eckstein	159	145	1443	326	145	156	40	334	877	21	184	198	36	141	344
	12.66%	6.75%	26.24%	8.66%	4.71%	15.00%	15.87%	12.76%	32.31%	6.06%	4.20%	6.38%	5.95%	8.70%	9.11%
Kim Shanahan	175	157	1469	385	161	174	45	352	893	21	198	253	37	151	356
	13.94%	7.31%	26.71%	10.22%	5.23%	16.73%	17.85%	13.45%	32.90%	6.06%	4.52%	8.16%	6.11%	9.32%	9.43%
Mel Kahle	18	41	121	95	44	35	10	67	52	4	49	40	11	28	94
	1.43%	1.91%	2.20%	2.52%	1.43%	3.36%	3.96%	2.56%	1.91%	1.15%	1.12%	1.29%	1.81%	1.72%	2.49%
Lanita Miller	17	35	123	118	47	40	13	74	60	5	67	49	10	32	98
	1.35%	1.63%	2.23%	3.13%	1.52%	3.84%	5.15%	2.82%	2.21%	1.44%	1.53%	1.58%	1.65%	1.97%	2.59%
Maria Perez	24	45	161	145	44	44	7	76	80	8	51	72	14	31	108
	1.91%	2.09%	2.92%	3.85%	1.43%	4.23%	2.77%	2.90%	2.94%	2.31%	1.16%	2.32%	2.31%	1.91%	2.86%
AT-LARGE V. P.															
*Randy Cammack	284	570	718	889	874	194	45	573	253	95	1275	822	167	417	921
	13.06%	15.81%	7.22%	14.02%	17.02%	10.94%	10.20%	12.77%	5.03%	16.52%	17.41%	15.77%	16.50%	15.19%	14.35%
*Chester Ganton	284	569	702	887	873	190	46	557	248	93	1263	809	159	406	920
	13.06%	15.78%	7.06%	13.99%	17.00%	10.71%	10.43%	12.41%	4.93%	16.17%	17.24%	15.52%	15.71%	14.79%	14.34%
*Tom O'Donnell	297	583	755	923	886	209	48	579	260	91	1285	853	167	425	932
	13.66%	16.17%	7.59%	14.56%	17.26%	11.78%	10.88%	12.90%	5.17%	15.82%	17.54%	16.36%	16.50%	15.48%	14.53%
*Fred Gegare	279	565	737	882	868	195	44	555	244	93	1259	804	162	406	917
	12.83%	15.67%	7.41%	13.91%	16.91%	10.99%	9.97%	12.37%	4.85%	16.17%	17.19%	15.42%	16.00%	14.79%	14.29%
*Ralph Taurone	279	565	704	881	866	190	45	559	247	92	1262	812	161	408	913
	12.83%	15.67%	7.08%	13.90%	16.87%	10.71%	10.20%	12.46%	4.91%	16.00%	17.23%	15.57%	15.90%	14.86%	14.23%
Willie Smith	162	187	1434	336	140	154	41	334	865	24	186	215	31	136	342
	7.45%	3.80%	14.43%	5.30%	2.72%	8.68%	9.29%	7.44%	17.20%	4.17%	2.54%	4.12%	3.06%	4.95%	5.33%
Doug Webber	161	150	1429	335	144	161	44	343	877	19	184	207	35	145	342
	7.40%	4.16%	14.38%	5.28%	2.80%	9.08%	9.97%	7.64%	17.44%	3.30%	2.51%	3.97%	3.45%	5.28%	5.33%
Diana Kilmury	175	148	1463	373	148	163	41	348	884	22	194	248	34	146	356
	8.04%	4.10%	14.72%	5.88%	2.88%	9.19%	9.29%	7.75%	17.58%	3.82%	2.64%	4.75%	3.35%	5.31%	5.55%
John Riojas	157	135	1415	323	129	145	38	327	863	19	167	197	31	133	332
	7.22%	3.74%	14.24%	5.09%	2.51%	8.17%	8.61%	7.29%	17.16%	3.30%	2.28%	3.77%	3.06%	4.84%	5.17%
Jack Cox	21	44	126	109	51	39	10	79	59	4	57	43	16	27	94
	0.96%	1.22%	1.26%	1.72%	0.99%	2.19%	2.26%	1.76%	1.17%	0.69%	0.77%	0.82%	1.58%	0.98%	1.46%
Sergio Lopez	17	34	118	105	34	34	6	63	58	6	49	50	10	18	92
	0.78%	0.94%	1.18%	1.65%	0.66%	1.91%	1.36%	1.40%	1.15%	1.04%	0.66%	0.95%	0.98%	0.65%	1.43%
John Green	20	45	132	118	44	42	12	71	55	4	61	52	15	25	101
	0.91%	1.24%	1.32%	1.86%	0.85%	2.36%	2.72%	1.58%	1.09%	0.69%	0.83%	0.99%	1.48%	0.91%	1.57%
Bill Bounds	16	37	113	102	42	30	9	69	50	3	50	35	12	20	92
	0.73%	1.02%	1.13%	1.60%	0.81%	1.69%	2.04%	1.53%	0.99%	0.52%	0.68%	0.67%	1.18%	0.72%	1.43%
Robert Spearman	15	14	52	43	20	17	8	16	42	5	18	46	8	20	36
	0.68%	0.38%	0.52%	0.67%	0.38%	0.95%	1.81%	0.35%	0.83%	0.86%	0.24%	0.88%	0.79%	0.72%	0.56%
C. Sam Theodus	7	9	37	31	14	10	4	12	22	5	12	19	4	13	24
	0.32%	0.24%	0.37%	0.48%	0.27%	0.56%	0.90%	0.26%	0.43%	0.86%	0.16%	0.36%	0.39%	0.47%	0.37%

* Elected.

Central Region

Local Union	289	293	299	301	303	320	325	328	330	332	336	337	339	344	346
Ballots Counted	237	408	2,629	648	146	1,626	709	396	454	666	99	2,100	251	1,768	600
GENERAL PRESIDENT															
*Jim Hoffa	100	250	1543	458	108	395	357	222	330	435	48	1605	152	421	289
	43.29%	61.42%	58.89%	71.11%	74.48%	24.45%	50.49%	56.48%	72.84%	65.51%	48.48%	76.64%	60.55%	23.85%	48.24%
Tom Leedham	101	140	1012	150	20	1092	327	152	96	195	45	433	88	1261	264
	43.72%	34.39%	38.62%	23.29%	13.79%	67.61%	46.25%	38.67%	21.19%	29.36%	45.45%	20.67%	35.05%	71.44%	44.07%
John Metz	30	17	65	36	17	128	23	19	27	34	6	56	11	83	46
	12.98%	4.17%	2.48%	5.59%	11.72%	7.92%	3.25%	4.83%	5.96%	5.12%	6.06%	2.67%	4.38%	4.70%	7.67%
GENERAL SEC.-TREAS.															
*Tom Keegel	90	209	1482	444	98	377	348	207	305	421	40	1513	140	404	279
	39.82%	52.91%	57.24%	69.48%	69.01%	23.84%	49.43%	53.76%	69.16%	63.88%	41.23%	73.44%	57.37%	22.99%	47.52%
John McCormick	99	142	1006	149	24	1047	325	155	95	195	43	457	89	1248	249
	43.80%	35.94%	38.85%	23.31%	16.90%	66.22%	46.16%	40.25%	21.54%	29.59%	44.32%	22.18%	36.47%	71.03%	42.41%
Tom Sever	31	42	77	40	20	142	30	21	37	37	11	68	11	93	53
	13.71%	10.63%	2.97%	6.25%	14.08%	8.98%	4.26%	5.45%	8.39%	5.61%	11.34%	3.30%	4.50%	5.29%	9.02%
Kenneth Hollowell	6	2	24	6	0	15	1	2	4	6	3	22	4	12	6
	2.65%	0.50%	0.92%	0.93%	0.00%	0.94%	0.14%	0.51%	0.90%	0.91%	3.09%	1.06%	1.63%	0.68%	1.02%
TRUSTEES															
*Jose Cadiz	91	213	1482	440	94	368	350	208	298	415	40	1513	136	407	268
	16.13%	20.98%	21.86%	24.66%	23.44%	9.87%	19.24%	20.33%	24.28%	23.19%	16.52%	26.45%	21.18%	9.91%	17.67%
*Ron McClain	91	223	1499	455	100	383	359	210	311	425	44	1536	146	415	277
	16.13%	21.97%	22.11%	25.50%	24.93%	10.27%	19.73%	20.52%	25.34%	23.75%	18.18%	26.85%	22.74%	10.10%	18.27%
*John Steger	95	221	1483	451	101	392	353	217	310	420	42	1523	141	416	285
	16.84%	21.77%	21.87%	25.28%	25.18%	10.51%	19.40%	21.21%	25.26%	23.47%	17.35%	26.63%	21.96%	10.13%	18.79%
Dave Eckstein	97	132	999	148	22	1024	326	149	94	192	43	448	86	1240	248
	17.19%	13.00%	14.73%	8.29%	5.48%	27.46%	17.92%	14.56%	7.66%	10.73%	17.76%	7.83%	13.39%	30.19%	16.35%
Kim Shanahan	99	145	1035	162	26	1075	327	160	108	212	46	471	94	1265	264
	17.55%	14.28%	15.26%	9.08%	6.48%	28.83%	17.97%	15.64%	8.80%	11.85%	19.00%	8.23%	14.64%	30.80%	17.41%
Mei Kahele	29	26	75	43	18	143	28	28	42	40	8	64	15	118	53
	5.14%	2.56%	1.10%	2.41%	4.48%	3.83%	1.53%	2.73%	3.42%	2.23%	3.30%	1.11%	2.33%	2.87%	3.49%
Lanita Miller	29	23	96	41	19	162	33	26	28	39	8	75	11	104	59
	5.14%	2.26%	1.41%	2.29%	4.73%	4.34%	1.81%	2.54%	2.28%	2.17%	3.30%	1.31%	1.71%	2.53%	3.89%
Maria Perez	33	32	109	44	21	181	43	25	36	46	11	89	13	141	62
	5.85%	3.15%	1.60%	2.46%	5.23%	4.85%	2.36%	2.44%	2.93%	2.57%	4.54%	1.55%	2.02%	3.43%	4.08%
AT-LARGE V. P.															
*Randy Cammack	91	219	1488	444	97	378	353	208	307	422	42	1527	140	400	270
	9.34%	12.31%	12.56%	14.66%	14.58%	5.65%	11.01%	11.79%	14.97%	13.86%	10.12%	15.68%	12.76%	5.33%	10.32%
*Chester Glanton	89	213	1479	446	94	365	352	208	302	414	40	1516	138	401	274
	9.13%	11.97%	12.48%	14.73%	14.13%	5.46%	10.98%	11.79%	14.73%	13.60%	9.63%	15.56%	12.57%	5.34%	10.47%
*Tom O'Donnell	97	228	1491	452	100	401	360	214	311	427	45	1548	140	418	281
	9.95%	12.82%	12.59%	14.93%	15.03%	6.00%	11.23%	12.13%	15.17%	14.02%	10.84%	15.89%	12.76%	5.57%	10.74%
*Fred Gegare	87	211	1471	445	100	357	347	209	298	414	40	1505	138	406	267
	8.93%	11.86%	12.42%	14.70%	15.03%	5.34%	10.83%	11.85%	14.53%	13.60%	9.63%	15.45%	12.57%	5.41%	10.20%
*Ralph Taurone	87	212	1474	444	96	366	349	209	295	413	40	1502	136	399	268
	8.93%	11.92%	12.44%	14.66%	14.43%	5.47%	10.89%	11.85%	14.39%	13.56%	9.63%	15.42%	12.39%	5.31%	10.24%
Willie Smith	93	127	996	149	24	1020	322	149	92	190	37	440	84	1248	248
	9.54%	7.14%	8.41%	4.92%	3.60%	15.26%	10.04%	8.45%	4.48%	6.24%	8.91%	4.51%	7.65%	16.63%	9.48%
Doug Webber	96	134	1015	154	24	1036	326	147	98	195	38	449	87	1246	249
	9.85%	7.53%	8.57%	5.08%	3.60%	15.50%	10.17%	8.33%	4.78%	6.40%	9.15%	4.61%	7.93%	16.60%	9.51%
Diana Kilmury	98	139	1021	158	24	1060	324	156	105	207	47	477	92	1245	254
	10.06%	7.81%	8.62%	5.21%	3.60%	15.86%	10.11%	8.84%	5.12%	6.80%	11.32%	4.89%	8.38%	16.59%	9.70%
John Riojas	96	127	983	139	20	1003	315	146	88	187	39	425	79	1235	234
	9.85%	7.14%	8.30%	4.59%	3.00%	15.01%	9.83%	8.28%	4.29%	6.14%	9.39%	4.36%	7.20%	16.46%	8.94%
Jack Cox	31	45	90	45	21	139	36	26	35	40	7	80	14	113	68
	3.18%	2.53%	0.76%	1.48%	3.15%	2.08%	1.12%	1.47%	1.70%	1.31%	1.68%	0.82%	1.27%	1.50%	2.59%
Sergio Lopez	28	24	75	37	17	143	27	18	23	35	7	71	7	107	45
	2.87%	1.34%	0.63%	1.22%	2.55%	2.14%	0.84%	1.02%	1.12%	1.14%	1.68%	0.72%	0.63%	1.42%	1.72%
John Green	29	28	87	45	22	138	36	28	35	43	10	73	11	110	60
	2.97%	1.57%	0.73%	1.48%	3.30%	2.06%	1.12%	1.58%	1.70%	1.41%	2.40%	0.74%	1.00%	1.46%	2.29%
Bill Bounds	29	28	74	42	19	141	40	23	34	34	7	66	14	85	58
	2.97%	1.57%	0.62%	1.38%	2.85%	2.11%	1.24%	1.30%	1.65%	1.11%	1.68%	0.67%	1.27%	1.13%	2.21%
Robert Spearman	18	6	61	16	3	89	9	14	20	17	7	35	10	56	28
	1.84%	0.33%	0.51%	0.52%	0.45%	1.33%	0.28%	0.79%	0.97%	0.55%	1.68%	0.35%	0.91%	0.74%	1.07%
C. Sam Theodus	5	37	37	11	4	45	8	8	7	6	9	23	7	34	12
	0.51%	2.08%	0.31%	0.36%	0.60%	0.67%	0.24%	0.45%	0.34%	0.19%	2.16%	0.23%	0.63%	0.45%	0.45%

* Elected.

Central Region

Local Union	347	348	358	364	365	367	371	372	377	387	400	406	407	413	414
Ballots Counted	271	621	60	1,159	62	80	766	225	1,101	203	206	1,952	2,003	1,950	1,153
GENERAL PRESIDENT															
*Jim Hoffa	244	399	33	783	45	22	368	159	502	191	158	814	367	863	751
	90.70%	64.25%	55.00%	68.08%	72.58%	27.50%	48.10%	70.66%	45.71%	94.55%	77.07%	41.93%	18.49%	44.37%	65.47%
Tom Leedham	19	205	23	278	12	18	349	59	526	8	35	1045	1566	1001	340
	7.06%	33.01%	38.33%	24.17%	19.35%	22.50%	45.62%	26.22%	47.90%	3.96%	17.07%	53.83%	78.93%	51.46%	29.64%
John Metz	6	17	4	89	5	40	48	7	70	3	12	82	51	81	56
	2.23%	2.73%	6.66%	7.73%	8.06%	50.00%	6.27%	3.11%	6.37%	1.48%	5.85%	4.22%	2.57%	4.16%	4.88%
GENERAL SEC.-TREAS.															
*Tom Keegel	233	374	31	738	40	21	347	142	482	185	149	778	310	832	719
	87.92%	61.31%	52.54%	65.07%	68.96%	26.58%	45.96%	63.96%	44.30%	92.96%	74.12%	40.41%	15.98%	43.04%	63.57%
John McCormick	22	210	23	292	15	20	339	61	527	10	39	1028	1511	991	336
	8.30%	34.42%	38.98%	25.74%	25.86%	25.31%	44.90%	27.47%	48.43%	5.02%	19.40%	53.40%	77.92%	51.26%	29.70%
Tom Sever	10	22	3	94	2	38	60	11	71	3	11	102	98	99	67
	3.77%	3.60%	5.08%	8.28%	3.44%	48.10%	7.94%	4.95%	6.52%	1.50%	5.47%	5.29%	5.05%	5.12%	5.92%
Kenneth Hollowell	0	4	2	10	1	0	9	8	8	1	2	17	20	11	9
	0.00%	0.65%	3.38%	0.88%	1.72%	0.00%	1.19%	3.60%	0.73%	0.50%	0.99%	0.88%	1.03%	0.56%	0.79%
TRUSTEES															
*Jose Cadiz	234	381	29	729	41	20	343	146	478	184	149	766	291	840	727
	29.88%	23.34%	18.47%	23.41%	24.55%	9.17%	17.60%	24.25%	17.21%	31.66%	26.51%	16.03%	6.72%	17.28%	23.52%
*Ron McClain	237	382	31	758	39	20	366	148	501	186	152	809	336	854	738
	30.26%	23.40%	19.74%	24.34%	23.35%	9.17%	18.78%	24.58%	18.04%	32.01%	27.04%	16.93%	7.76%	17.57%	23.88%
*John Steger	233	383	32	741	40	20	356	150	489	184	150	786	316	845	729
	29.75%	23.46%	20.38%	23.79%	23.95%	9.17%	18.27%	24.91%	17.60%	31.66%	26.69%	16.45%	7.30%	17.38%	23.59%
Dave Eckstein	23	205	24	280	11	19	350	61	530	7	34	1003	1498	984	333
	2.93%	12.56%	15.28%	8.99%	6.58%	8.71%	17.96%	10.13%	19.08%	1.20%	6.04%	20.99%	34.63%	20.24%	10.77%
Kim Shanahan	26	215	22	300	20	19	351	66	539	11	37	1050	1531	994	351
	3.32%	13.17%	14.01%	9.63%	11.97%	8.71%	18.01%	10.96%	19.40%	1.89%	6.58%	21.98%	35.39%	20.45%	11.35%
Mel Kahele	6	20	6	90	2	40	62	8	77	4	12	114	93	104	61
	0.76%	1.22%	3.82%	2.89%	1.19%	18.34%	3.18%	1.32%	2.77%	0.68%	2.13%	2.38%	2.15%	2.13%	1.97%
Lanita Miller	12	20	6	106	5	39	55	7	78	3	14	120	93	113	75
	1.53%	1.22%	3.82%	3.40%	2.99%	17.88%	2.82%	1.16%	2.80%	0.51%	2.49%	2.51%	2.15%	2.32%	2.42%
Maria Perez	12	26	7	110	9	41	65	16	85	2	14	129	167	126	76
	1.53%	1.59%	4.45%	3.53%	5.38%	18.80%	3.33%	2.65%	3.06%	0.34%	2.49%	2.70%	3.86%	2.59%	2.45%
AT-LARGE V. P.															
*Randy Cammack	234	387	31	749	39	20	360	150	481	183	150	783	292	842	725
	17.98%	13.67%	11.52%	14.28%	14.44%	5.91%	10.58%	14.59%	9.88%	18.86%	16.18%	9.27%	3.59%	9.81%	13.72%
*Chester Glanton	231	378	29	732	43	20	352	146	486	184	147	768	279	834	723
	17.75%	13.36%	10.78%	13.96%	15.92%	5.91%	10.35%	14.20%	9.98%	18.96%	15.85%	9.09%	3.43%	9.71%	13.68%
*Tom O'Donnell	238	386	33	749	41	20	355	150	504	187	149	802	311	845	732
	18.29%	13.64%	12.26%	14.28%	15.18%	5.91%	10.44%	14.59%	10.35%	19.27%	16.07%	9.50%	3.82%	9.84%	13.85%
*Fred Gegare	231	378	30	728	39	20	345	142	481	183	148	771	279	825	717
	17.75%	13.36%	11.15%	13.88%	14.44%	5.91%	10.14%	13.81%	9.88%	18.86%	15.96%	9.13%	3.43%	9.61%	13.56%
*Ralph Taurone	229	379	29	733	40	20	349	147	484	184	147	765	274	837	720
	17.60%	13.39%	10.78%	13.98%	14.81%	5.91%	10.26%	14.29%	9.94%	18.96%	15.85%	9.06%	3.37%	9.75%	13.62%
Willie Smith	20	201	23	283	14	19	346	58	517	9	34	996	1477	973	334
	1.53%	7.10%	8.55%	5.39%	5.18%	5.62%	10.17%	5.64%	10.62%	0.92%	3.66%	11.79%	18.17%	11.33%	6.32%
Doug Webber	23	206	23	280	11	19	343	63	521	9	34	1020	1483	979	341
	1.76%	7.28%	8.55%	5.34%	4.07%	5.62%	10.08%	6.12%	10.70%	0.92%	3.66%	12.08%	18.24%	11.40%	6.45%
Diana Kilmury	25	210	23	296	14	19	352	63	532	10	35	1034	1485	990	351
	1.92%	7.42%	8.55%	5.64%	5.18%	5.62%	10.35%	6.12%	10.93%	1.03%	3.77%	12.24%	18.27%	11.53%	6.64%
John Riojas	17	200	22	262	11	19	331	61	509	8	31	984	1449	954	325
	1.30%	7.06%	8.17%	4.99%	4.07%	5.62%	9.73%	5.93%	10.46%	0.82%	3.34%	11.65%	17.82%	11.11%	6.15%
Jack Cox	11	20	7	103	5	40	66	9	80	3	11	118	74	108	69
	0.84%	0.70%	2.60%	1.96%	1.85%	11.83%	1.94%	0.87%	1.64%	0.30%	1.18%	1.39%	0.91%	1.25%	1.30%
Sergio Lopez	8	18	4	85	4	39	50	12	69	2	11	95	63	89	54
	0.61%	0.63%	1.48%	1.62%	1.48%	11.53%	1.47%	1.16%	1.41%	0.20%	1.18%	1.12%	0.77%	1.03%	1.02%
John Green	16	21	6	91	2	40	62	6	82	4	13	118	83	101	73
	1.22%	0.74%	2.23%	1.73%	0.74%	11.83%	1.82%	0.58%	1.68%	0.41%	1.40%	1.39%	1.02%	1.17%	1.38%
Bill Bounds	10	20	4	92	5	39	53	5	72	3	12	99	70	99	70
	0.76%	0.70%	1.48%	1.75%	1.85%	11.53%	1.55%	0.48%	1.47%	0.30%	1.29%	1.17%	0.86%	1.15%	7.32%
Robert Spearman	4	13	2	37	2	3	21	10	32	0	1	55	105	54	29
	0.30%	0.45%	0.74%	0.70%	0.74%	0.88%	0.61%	0.97%	0.65%	0.00%	0.10%	0.065	1.29%	0.62%	0.54%
C. Sam Theodus	4	12	3	23	0	1	15	6	15	1	4	34	404	51	21
	0.30%	0.42%	1.11%	0.43%	0.00%	0.29%	0.44%	0.58%	0.30%	0.10%	0.43%	0.40%	4.97%	0.59%	0.39%

* Elected.

Central Region

Local Union	416	421	422	436	460	471	473	486	497	503	507	510	525	534	541
Ballots Counted	138	386	50	596	155	339	415	781	88	245	1,167	104	625	193	429
GENERAL PRESIDENT															
*Jim Hoffa	91	199	35	224	128	140	163	555	51	81	638	56	470	159	325
	69.46%	51.82%	74.46%	38.22%	83.11%	41.79%	39.75%	71.24%	57.95%	33.33%	54.90%	55.44%	75.32%	82.81%	76.11%
Tom Leedham	30	162	11	289	22	162	229	191	32	148	490	35	110	29	83
	22.90%	42.18%	23.40%	49.31%	14.28%	48.35%	55.85%	24.51%	36.36%	60.90%	42.16%	34.65%	17.62%	15.10%	19.43%
John Metz	10	23	1	73	4	33	18	83	5	14	34	10	44	4	19
	7.63%	5.98%	2.12%	12.45%	2.59%	9.85%	4.39%	4.23%	5.68%	5.76%	2.92%	9.90%	7.05%	2.08%	4.44%
GENERAL SEC.-TREAS.															
*Tom Keegel	86	191	29	203	121	131	147	532	48	75	615	55	457	149	299
	65.64%	50.26%	65.90%	35.48%	79.60%	40.30%	36.20%	69.09%	55.17%	31.51%	53.20%	54.45%	73.82%	78.83%	72.39%
John McCormick	32	163	13	263	24	150	226	186	28	143	494	34	112	30	78
	24.42%	42.89%	29.54%	45.97%	15.78%	46.15%	55.66%	24.15%	32.18%	60.08%	42.73%	33.66%	18.09%	15.87%	18.88%
Tom Sever	11	23	1	101	7	41	26	40	11	16	37	10	49	8	29
	8.39%	6.05%	2.27%	17.65%	4.60%	12.61%	6.40%	5.19%	12.64%	6.72%	3.20%	9.90%	7.91%	4.23%	7.02%
Kenneth Hollowell	2	3	1	5	0	3	7	12	0	4	10	2	1	2	7
	1.52%	0.78%	2.27%	0.87%	0.00%	0.92%	1.72%	1.55%	0.00%	1.68%	0.86%	1.98%	0.16%	1.05%	1.69%
TRUSTEES															
*Jose Cadiz	87	195	28	196	117	126	144	522	48	74	616	53	455	144	300
	23.64%	19.63%	24.13%	13.73%	26.95%	15.08%	14.29%	24.53%	21.23%	12.91%	20.64%	19.13%	26.07%	27.16%	25.88%
*Ron McClain	88	206	30	214	122	138	160	540	48	80	628	63	466	159	314
	23.91%	20.74%	25.86%	14.99%	28.11%	16.52%	15.88%	25.37%	21.23%	13.96%	21.04%	22.74%	26.70%	30.00%	27.09%
*John Steger	90	199	30	205	124	127	161	534	48	81	626	54	459	147	303
	24.45%	20.04%	25.86%	14.36%	28.57%	15.20%	15.98%	25.09%	21.23%	14.13%	20.97%	19.49%	26.30%	27.73%	26.14%
Dave Eckstein	32	156	11	272	22	150	227	188	30	145	487	33	106	27	79
	8.69%	15.70%	9.48%	19.06%	5.06%	17.96%	22.54%	8.83%	13.27%	25.30%	16.32%	11.91%	6.07%	5.09%	6.81%
Kim Shanahan	34	166	11	285	29	167	234	205	32	144	497	38	113	32	90
	9.23%	16.71%	9.48%	19.97%	6.68%	20.00%	23.23%	9.63%	14.15%	25.13%	16.65%	13.71%	6.47%	6.03%	7.76%
Mel Kahele	10	21	2	80	5	36	21	40	7	17	41	9	45	6	24
	2.71%	2.11%	1.72%	5.60%	1.15%	4.31%	2.08%	1.87%	3.09%	2.96%	1.37%	3.24%	2.57%	1.13%	2.07%
Lanita Miller	14	25	2	82	10	41	27	45	6	14	40	14	48	7	21
	3.80%	2.51%	1.72%	5.74%	2.30%	4.91%	2.68%	2.11%	2.65%	2.44%	1.34%	5.05%	2.75%	1.32%	1.81%
Maria Perez	13	25	2	93	5	50	33	54	7	18	49	13	53	8	28
	3.53%	2.51%	1.72%	6.51%	1.15%	5.98%	3.27%	2.53%	3.09%	3.14%	1.64%	4.69%	3.03%	1.50%	2.41%
AT-LARGE V. P.															
*Randy Cammack	87	202	28	201	122	133	155	525	48	76	622	56	459	151	298
	14.03%	11.68%	14.21%	8.14%	16.78%	9.26%	8.64%	14.51%	12.33%	7.42%	11.82%	12.06%	15.72%	17.29%	15.35%
*Chester Glanton	85	194	29	198	118	125	149	521	47	71	618	56	457	147	300
	13.70%	11.22%	14.72%	8.01%	16.23%	8.70%	8.31%	14.40%	12.08%	6.94%	11.75%	12.06%	15.66%	16.83%	15.45%
*Tom O'Donnell	90	202	30	209	124	139	163	539	48	81	631	59	466	152	308
	14.51%	11.68%	15.22%	8.46%	17.05%	9.67%	9.09%	14.90%	12.33%	7.91%	12.00%	12.71%	15.96%	17.41%	15.86%
*Fred Gegare	87	196	29	197	118	126	148	525	48	75	618	55	455	145	303
	14.03%	11.33%	14.72%	7.97%	16.23%	8.77%	8.25%	14.51%	12.33%	7.33%	11.75%	11.85%	15.59%	16.60%	15.61%
*Ralph Taurone	87	198	28	200	120	123	156	520	46	72	620	54	457	144	300
	14.03%	11.45%	14.21%	8.10%	16.50%	8.56%	8.70%	14.37%	11.82%	7.03%	11.79%	11.63%	15.66%	16.49%	15.45%
Willie Smith	28	156	10	263	22	147	216	187	28	144	488	33	105	26	79
	4.51%	9.02%	5.07%	10.65%	3.02%	10.23%	12.04%	5.17%	7.19%	14.07%	9.28%	7.11%	3.59%	2.97%	4.07%
Doug Webber	30	158	12	265	24	160	218	197	31	146	487	32	106	27	82
	4.83%	9.13%	6.09%	10.73%	3.30%	11.14%	12.15%	5.44%	7.96%	14.27%	9.26%	6.89%	3.63%	3.09%	4.22%
Diana Kilmury	33	166	11	270	25	165	226	203	31	144	494	38	109	26	84
	5.32%	9.60%	5.58%	10.93%	3.43%	11.49%	12.60%	5.61%	7.96%	14.07%	9.39%	8.18%	3.73%	2.97%	4.32%
John Riojas	29	151	11	254	21	141	210	182	26	137	481	31	104	22	79
	4.67%	8.73%	5.58%	10.28%	2.88%	9.81%	11.71%	5.03%	6.68%	13.39%	9.14%	6.68%	3.56%	2.52%	4.07%
Jack Cox	17	28	0	85	7	39	27	47	7	21	42	13	49	10	23
	2.74%	1.61%	0.00%	3.44%	0.96%	2.71%	1.50%	1.29%	1.79%	2.05%	0.79%	2.80%	1.67%	1.14%	1.18%
Sergio Lopez	12	21	1	76	4	36	25	37	7	12	41	10	45	5	20
	1.93%	1.21%	0.50%	3.07%	0.55%	2.50%	1.39%	1.02%	1.79%	1.17%	0.77%	2.15%	1.54%	0.57%	1.03%
John Green	15	22	1	83	11	38	23	45	8	19	40	12	48	11	26
	2.41%	1.27%	0.50%	3.36%	1.51%	2.64%	1.28%	1.24%	2.05%	1.85%	0.76%	2.58%	1.64%	1.26%	1.33%
Bill Bounds	12	21	0	78	5	38	21	42	8	15	37	10	49	5	25
	1.93%	1.21%	0.00%	3.15%	0.68%	2.64%	1.17%	1.16%	2.05%	1.46%	0.70%	2.15%	1.67%	0.57%	1.28%
Robert Spearman	5	11	1	18	2	19	21	25	2	8	13	2	6	1	8
	0.80%	0.63%	0.50%	0.72%	0.27%	1.32%	1.17%	0.69%	0.51%	0.78%	0.24%	0.43%	0.20%	0.11%	0.41%
C. Sam Theodus	3	3	6	72	4	7	35	22	4	2	26	3	3	1	6
	0.48%	0.17%	3.04%	2.91%	0.55%	0.48%	1.95%	0.60%	1.02%	0.19%	0.49%	0.64%	0.10%	0.11%	0.30%

* Elected.

Central Region

Local Union	554	563	571	574	579	580	600	604	610	614	618	627	637	638	650
Ballots Counted	1,457	471	124	224	344	454	1,549	263	774	844	811	616	243	1,681	300
GENERAL PRESIDENT															
*Jim Hoffa	956	127	62	135	192	151	819	40	182	700	485	402	91	480	159
	66.25%	27.19%	50.81%	60.53%	56.30%	33.40%	53.04%	15.20%	23.66%	83.83%	60.17%	66.22%	37.60%	28.75%	53.00%
Tom Leedham	412	301	56	58	127	262	558	133	179	111	144	165	139	1107	121
	28.55%	64.45%	45.90%	26.00%	37.24%	57.96%	36.13%	50.57%	23.27%	13.29%	17.86%	27.18%	57.43%	66.32%	40.33%
John Metz	75	39	4	30	22	39	167	90	408	24	177	40	12	82	20
	5.19%	8.35%	3.27%	13.45%	6.45%	8.62%	10.81%	34.22%	53.05%	2.87%	21.96%	6.58%	4.95%	4.91%	6.66%
GENERAL SEC.-TREAS.															
*Tom Keegel	898	116	60	132	176	139	784	42	169	668	464	376	84	480	147
	63.55%	25.16%	49.58%	59.72%	53.17%	30.88%	51.04%	16.03%	22.35%	81.36%	58.43%	62.56%	35.00%	29.09%	50.00%
John McCormick	411	298	54	60	129	263	558	130	183	120	145	170	143	1071	123
	29.08%	64.64%	44.62%	27.14%	38.97%	58.44%	36.32%	49.61%	24.20%	14.61%	18.26%	28.28%	59.58%	64.90%	41.83%
Tom Sever	88	44	6	29	25	44	186	89	402	27	181	46	13	83	21
	6.22%	9.54%	4.95%	13.12%	7.55%	9.77%	12.10%	33.96%	53.17%	3.28%	22.79%	7.65%	5.41%	5.03%	7.14%
Kenneth Hollowell	16	3	1	0	1	4	8	1	2	6	4	9	0	16	3
	1.13%	0.65%	0.82%	0.00%	0.30%	0.88%	0.52%	0.38%	0.26%	0.73%	0.50%	1.49%	0.00%	0.96%	1.02%
TRUSTEES															
*Jose Cadiz	874	119	59	129	177	135	773	38	167	664	457	379	83	457	145
	22.85%	10.88%	18.61%	21.75%	19.88%	12.43%	18.97%	5.74%	8.05%	28.23%	20.30%	22.88%	14.23%	11.82%	18.78%
*Ron McClain	932	122	66	133	182	143	794	41	178	680	469	398	87	479	151
	24.37%	11.16%	20.82%	22.42%	20.44%	13.16%	19.49%	6.20%	8.59%	28.91%	20.83%	24.03%	14.92%	12.39%	19.55%
*John Stager	902	117	60	131	189	142	800	41	168	666	472	386	87	483	150
	23.58%	10.70%	18.92%	22.09%	21.23%	13.07%	19.64%	6.20%	8.10%	28.31%	20.96%	23.30%	14.92%	12.49%	19.43%
Dave Eckstein	399	293	53	53	124	251	561	129	173	118	146	163	137	1061	119
	10.43%	26.80%	16.71%	8.93%	13.93%	23.11%	13.77%	19.51%	8.34%	5.01%	6.48%	9.84%	23.49%	27.44%	15.41%
Kim Shanahan	437	297	60	60	133	269	570	133	184	129	158	168	139	1085	125
	11.42%	27.17%	18.92%	10.11%	14.94%	24.76%	13.99%	20.12%	8.88%	5.48%	7.01%	10.14%	23.84%	28.06%	16.19%
Mel Kahele	87	47	5	26	21	47	195	97	405	25	176	54	15	90	27
	2.27%	4.30%	1.57%	4.38%	2.35%	4.32%	4.78%	14.67%	19.54%	1.06%	7.81%	3.26%	2.57%	2.32%	3.49%
Lanita Miller	102	50	5	33	33	52	181	90	397	34	196	50	18	94	27
	2.66%	4.57%	1.57%	5.56%	3.70%	4.78%	4.44%	13.61%	19.16%	1.44%	8.70%	3.01%	3.08%	2.43%	3.49%
Maria Perez	91	48	9	28	31	47	199	92	400	36	177	58	17	117	28
	2.37%	4.39%	2.83%	4.72%	3.48%	4.32%	4.88%	13.91%	19.30%	1.53%	7.86%	3.50%	2.91%	3.02%	3.62%
AT-LARGE V. P.															
*Randy Gammack	905	120	60	128	181	135	796	40	171	671	470	385	86	462	154
	13.87%	6.16%	11.04%	12.89%	11.85%	6.99%	11.46%	3.64%	5.39%	16.96%	12.92%	13.80%	8.26%	6.60%	11.56%
*Chester Glanton	894	116	60	129	179	136	779	40	166	664	468	381	81	462	148
	13.70%	5.96%	11.04%	12.99%	11.72%	7.05%	11.21%	3.64%	5.23%	16.78%	12.87%	13.66%	7.78%	6.60%	11.11%
*Tom O'Donnell	925	119	65	133	184	145	806	45	178	668	476	398	86	484	152
	14.18%	6.11%	11.97%	13.39%	12.04%	7.51%	11.60%	4.09%	5.61%	16.89%	13.09%	14.27%	8.26%	6.91%	11.41%
*Fred Gegare	879	118	59	127	182	137	774	40	165	671	466	381	83	462	147
	13.47%	6.06%	10.86%	12.78%	11.91%	7.10%	11.14%	3.64%	5.20%	16.96%	12.81%	13.66%	7.98%	6.60%	11.03%
*Ralph Taurone	883	118	62	129	177	135	776	39	170	667	465	375	84	455	145
	13.53%	6.06%	11.41%	12.99%	11.59%	6.99%	11.17%	3.55%	5.36%	16.86%	12.78%	13.45%	8.07%	6.50%	10.88%
Willie Smith	393	289	51	54	126	259	549	129	170	114	142	149	135	1060	114
	6.02%	14.85%	9.39%	5.43%	8.25%	13.42%	7.90%	11.74%	5.36%	2.88%	3.90%	5.34%	12.98%	15.15%	8.55%
Doug Webber	404	292	51	55	129	258	565	131	173	122	141	166	139	1057	122
	6.19%	15.01%	9.39%	5.53%	8.44%	13.37%	8.13%	11.93%	5.45%	3.08%	3.87%	5.95%	13.36%	15.10%	9.15%
Diana Kilmury	418	300	53	58	133	268	567	133	177	125	153	165	140	1077	125
	6.40%	15.42%	9.76%	5.84%	8.70%	13.89%	8.16%	12.11%	5.58%	3.16%	4.20%	5.91%	13.46%	15.39%	9.38%
John Riojas	377	286	51	54	120	252	542	127	163	114	133	149	136	1040	110
	5.77%	14.70%	9.39%	5.43%	7.85%	13.06%	7.80%	11.56%	5.14%	2.88%	3.65%	5.34%	13.07%	14.86%	8.25%
Jack Cox	95	42	5	31	25	45	193	92	408	29	184	62	17	83	28
	1.45%	2.15%	0.92%	3.12%	1.63%	2.33%	2.77%	8.37%	12.87%	0.73%	5.06%	2.22%	1.63%	1.18%	2.10%
Sergio Lopez	67	50	5	26	25	48	167	88	392	25	172	43	13	75	21
	1.02%	2.57%	0.92%	2.61%	1.63%	2.48%	2.40%	8.01%	12.36%	0.63%	4.73%	1.54%	1.25%	1.07%	1.57%
John Green	109	39	9	30	29	43	174	92	402	30	179	56	15	94	28
	1.67%	2.00%	1.65%	3.02%	1.89%	2.22%	2.50%	8.37%	12.68%	0.75%	4.92%	2.00%	1.44%	1.34%	2.10%
Bill Bounds	76	38	4	31	26	40	181	92	397	26	173	52	14	83	25
	1.16%	1.95%	0.73%	3.12%	1.70%	2.07%	2.60%	8.37%	12.52%	0.65%	4.75%	1.86%	1.34%	1.18%	1.87%
Robert Spearman	61	14	3	4	8	16	45	3	23	18	10	18	9	66	8
	0.93%	0.71%	0.55%	0.40%	0.52%	0.82%	0.64%	0.27%	0.72%	0.45%	0.27%	0.64%	0.86%	0.94%	0.60%
C. Sam Theodus	37	4	5	4	3	12	30	7	14	11	4	8	2	36	5
	0.56%	0.20%	0.92%	0.40%	0.19%	0.62%	0.43%	0.63%	0.44%	0.27%	0.11%	0.28%	0.19%	0.51%	0.37%

* Elected.

Central Region

Local Union	651	654	661	662	673	682	688	695	696	703	705	706	710	714	716
Ballots Counted	832	333	151	1,228	710	634	3,110	1,195	585	723	6,931	319	5,239	1,965	307
GENERAL PRESIDENT															
*Jim Hoffa	226	267	126	663	527	413	1498	507	437	633	2799	274	3376	1334	198
	27.19%	80.18%	84.56%	54.43%	74.43%	65.45%	48.40%	42.89%	75.60%	87.79%	40.58%	86.16%	64.74%	68.62%	64.91%
Tom Leedham	571	55	21	475	149	101	1338	546	117	71	3965	43	1694	460	79
	68.71%	16.51%	14.09%	38.99%	21.04%	16.00%	43.23%	46.19%	20.24%	9.84%	57.48%	13.52%	32.48%	23.66%	25.90%
John Metz	34	11	2	80	32	117	259	129	24	17	133	1	144	150	28
	4.09%	3.30%	1.34%	6.56%	4.51%	18.54%	8.36%	10.91%	4.15%	2.35%	1.92%	0.31%	2.76%	7.71%	9.18%
GENERAL SEC.-TREAS.															
*Tom Keegel	216	252	111	628	505	389	1435	482	408	618	2684	267	3291	1282	188
	26.40%	77.30%	75.51%	51.94%	72.34%	62.43%	47.01%	41.23%	72.21%	86.19%	39.39%	84.49%	63.53%	67.15%	62.25%
John McCormick	564	58	24	477	152	109	1325	548	124	80	3906	43	1684	459	82
	68.94%	17.79%	16.32%	39.45%	21.77%	17.49%	43.41%	46.87%	21.94%	11.15%	57.33%	13.60%	32.50%	24.04%	27.15%
Tom Sever	34	13	9	90	39	120	272	129	28	17	188	5	171	142	30
	4.15%	3.98%	6.12%	7.44%	5.58%	19.26%	8.91%	11.03%	4.95%	2.37%	2.75%	1.58%	3.30%	7.43%	9.93%
Kenneth Hollowell	4	3	3	14	2	5	20	10	5	2	35	1	34	26	2
	0.48%	0.92%	2.04%	1.15%	0.28%	0.80%	0.65%	0.85%	0.88%	0.27%	0.51%	0.31%	0.65%	1.36%	0.66%
TRUSTEES															
*Jose Cadiz	213	254	110	621	500	387	1422	480	406	610	2666	266	3280	1297	189
	11.08%	27.69%	26.63%	19.75%	25.72%	22.07%	18.13%	16.12%	25.76%	29.46%	16.05%	29.39%	23.55%	24.48%	22.74%
*Ron McClain	227	257	116	639	509	391	1459	499	413	616	2723	269	3328	1300	192
	11.81%	28.02%	28.08%	20.32%	26.18%	22.30%	18.60%	16.76%	26.20%	29.75%	16.39%	29.72%	23.90%	24.54%	23.10%
*John Steger	220	256	115	646	511	391	1445	495	405	619	2727	266	3328	1298	190
	11.44%	27.91%	27.84%	20.54%	26.28%	22.30%	18.43%	16.62%	25.69%	29.90%	16.42%	29.39%	23.86%	24.50%	22.86%
Dave Eckstein	567	56	32	455	143	102	1305	543	114	76	3856	40	1662	442	82
	29.50%	6.10%	7.74%	14.47%	7.35%	5.81%	16.64%	18.23%	7.23%	3.67%	23.21%	4.41%	11.93%	8.34%	9.86%
Kim Shanahan	566	56	24	484	161	117	1354	567	133	78	3926	47	1730	457	85
	29.44%	6.10%	5.81%	15.39%	8.28%	6.67%	17.27%	19.04%	8.43%	3.76%	23.64%	5.19%	12.42%	8.62%	10.22%
Mel Kahele	37	12	6	85	40	128	270	124	27	19	210	4	185	140	30
	1.92%	1.30%	1.45%	2.70%	2.05%	7.01%	3.44%	4.16%	1.71%	0.91%	1.26%	0.44%	1.32%	2.64%	3.61%
Lanita Miller	46	14	2	112	34	122	282	131	39	22	199	5	193	175	31
	2.39%	1.52%	0.48%	3.56%	1.74%	6.95%	3.59%	4.40%	2.47%	1.06%	1.19%	0.55%	1.38%	3.30%	3.73%
Maria Perez	46	12	8	102	46	120	303	138	39	30	300	8	223	188	32
	2.39%	1.30%	1.93%	3.24%	2.36%	6.84%	3.86%	4.63%	2.47%	1.44%	1.80%	0.88%	1.60%	3.54%	3.85%
AT-LARGE V. P.															
*Randy Cammack	218	252	117	631	503	395	1441	489	411	619	2711	267	3326	1293	191
	6.19%	16.30%	16.73%	11.58%	15.31%	13.75%	10.60%	9.44%	15.60%	17.83%	9.03%	17.50%	13.81%	14.53%	13.57%
*Chester Glanton	211	254	115	630	502	389	1419	484	400	614	2677	268	3299	1285	191
	5.99%	16.42%	16.45%	11.57%	15.28%	13.54%	10.44%	9.34%	15.18%	17.69%	8.92%	17.57%	13.70%	14.44%	13.57%
*Tom O'Donnell	222	256	118	658	513	394	1467	506	416	617	2749	271	3358	1313	194
	6.31%	16.55%	16.88%	12.08%	15.61%	13.72%	10.79%	9.77%	15.79%	17.78%	9.16%	17.77%	13.94%	14.75%	13.78%
*Fred Gegare	210	253	111	632	496	380	1417	479	400	614	2655	263	3287	1277	191
	5.97%	16.36%	15.87%	11.60%	15.09%	13.23%	10.42%	9.24%	15.18%	17.69%	8.84%	17.24%	13.65%	14.35%	13.57%
*Ralph Taurone	210	247	114	632	499	386	1408	480	401	613	2677	263	3287	1278	190
	5.97%	15.97%	16.30%	11.60%	15.19%	13.44%	10.36%	9.26%	15.22%	17.66%	8.92%	17.24%	13.65%	14.36%	13.50%
Willie Smith	562	52	24	449	143	98	1299	539	119	74	3850	39	1648	433	82
	15.97%	3.36%	3.43%	8.24%	4.35%	3.41%	9.55%	10.40%	4.51%	2.13%	12.83%	2.55%	6.84%	4.86%	5.82%
Doug Webber	567	56	21	465	152	106	1309	543	114	71	3853	45	1666	427	85
	16.12%	3.62%	3.00%	8.53%	4.62%	3.69%	9.63%	10.48%	4.32%	2.04%	12.84%	2.95%	6.91%	4.79%	6.04%
Diana Kilmury	566	55	25	481	156	120	1335	566	128	79	3895	44	1710	460	84
	16.09%	3.55%	3.57%	8.83%	4.74%	4.17%	9.82%	10.92%	4.85%	2.27%	12.98%	2.88%	7.10%	5.17%	5.97%
John Riojas	557	54	23	436	137	101	1285	524	111	72	3820	38	1624	433	79
	15.83%	3.49%	3.29%	8.00%	4.17%	3.51%	9.45%	10.11%	4.21%	2.07%	12.73%	2.49%	6.74%	4.86%	5.61%
Jack Cox	44	13	6	104	42	122	284	126	31	22	198	7	182	147	29
	1.25%	0.84%	0.85%	1.91%	1.27%	4.24%	2.08%	2.43%	1.17%	0.63%	0.65%	0.45%	0.75%	1.65%	2.06%
Sergio Lopez	33	10	5	81	35	115	262	123	29	25	208	6	176	170	29
	0.93%	0.64%	0.71%	1.48%	1.06%	4.00%	1.92%	2.37%	1.10%	0.72%	0.69%	0.39%	0.73%	1.91%	2.06%
John Green	44	12	6	110	41	119	277	129	26	20	199	7	180	149	32
	1.25%	0.77%	0.85%	2.02%	1.24%	4.14%	2.03%	2.49%	0.98%	0.57%	0.66%	0.45%	0.74%	1.67%	2.27%
Bill Bounds	35	11	5	84	34	121	273	128	30	20	171	4	169	139	26
	0.99%	0.71%	0.71%	1.54%	1.03%	4.21%	2.00%	2.47%	1.13%	0.57%	0.56%	0.26%	0.70%	1.56%	1.84%
Robert Spearman	22	9	6	33	20	14	72	40	9	4	239	3	97	58	4
	0.62%	0.58%	0.85%	0.60%	0.60%	0.48%	0.52%	0.77%	0.34%	0.11%	0.79%	0.19%	0.40%	0.65%	0.28%
C. Sam Theodous	16	12	3	19	12	11	42	23	9	6	102	0	70	34	0
	0.45%	0.77%	0.42%	0.34%	0.36%	0.38%	0.30%	0.44%	0.34%	0.17%	0.33%	0.00%	0.29%	0.38%	0.00%

* Elected.

Central Region

Local Union	722	726	727	731	734	738	743	744	749	754	777	781	783	786	792
Ballots Counted	611	1,893	1,120	1,051	745	770	2,375	654	452	401	121	1,004	641	755	398
GENERAL PRESIDENT															
*Jim Hoffa	336	1580	953	778	534	459	1691	509	235	264	100	741	419	563	148
	55.26%	83.73%	86.95%	74.59%	71.96%	61.44%	73.10%	78.54%	52.33%	66.33%	84.74%	76.15%	66.82%	74.96%	37.46%
Tom Leedham	234	268	117	211	175	254	506	116	167	113	11	167	170	149	227
	38.48%	14.20%	10.67%	20.23%	23.58%	34.00%	21.87%	17.90%	37.19%	28.39%	9.32%	17.16%	27.11%	19.84%	57.46%
John Metz	38	39	26	54	33	34	116	23	47	21	7	65	38	39	20
	6.25%	2.06%	2.37%	5.17%	4.44%	4.55%	5.01%	3.54%	10.46%	5.27%	5.93%	6.68%	6.06%	5.19%	5.06%
GENERAL SEC.-TREAS.															
*Tom Keegel	319	1517	865	735	516	438	1571	483	225	253	85	681	386	537	134
	52.90%	81.86%	83.33%	71.91%	70.58%	59.67%	70.00%	76.54%	50.90%	64.87%	76.57%	72.83%	63.07%	72.17%	34.44%
John McCormick	231	265	125	226	175	251	515	124	163	117	17	181	169	153	229
	38.30%	14.30%	12.04%	22.11%	23.93%	34.19%	22.95%	19.65%	36.87%	30.00%	15.31%	19.35%	27.61%	20.56%	58.86%
Tom Sever	46	59	30	55	36	36	123	19	51	19	8	65	52	45	23
	7.62%	3.18%	2.89%	5.38%	4.92%	4.90%	5.48%	3.01%	11.53%	4.87%	7.20%	6.95%	8.49%	6.04%	5.91%
Kenneth Hollowell	7	12	18	6	4	9	35	5	3	1	1	8	5	9	3
	1.16%	0.64%	1.73%	0.58%	0.54%	1.22%	1.55%	0.79%	0.67%	0.25%	0.90%	0.85%	0.81%	1.20%	0.77%
TRUSTEES															
*Jose Cadiz	315	1522	876	740	511	446	1606	473	220	247	89	695	379	532	132
	19.69%	28.56%	29.11%	25.89%	25.30%	22.80%	25.66%	26.64%	18.69%	22.97%	27.63%	26.08%	22.53%	25.49%	13.95%
*Ron McClain	339	1543	888	752	515	432	1598	485	235	264	86	676	404	540	143
	21.20%	28.95%	29.51%	26.31%	25.50%	22.08%	25.53%	27.32%	19.96%	24.55%	26.70%	25.37%	24.01%	25.87%	15.11%
*John Steger	321	1523	883	745	521	432	1589	476	228	256	87	675	394	544	136
	20.07%	28.57%	29.34%	26.06%	25.80%	22.08%	25.39%	26.81%	19.37%	23.81%	27.01%	25.33%	23.42%	26.06%	14.37%
Dave Eckstein	235	254	117	207	166	241	478	119	162	118	12	161	159	150	223
	14.69%	4.76%	3.88%	7.24%	8.22%	12.32%	7.63%	6.70%	13.76%	10.97%	3.72%	6.04%	9.45%	7.18%	23.57%
Kim Shanahan	244	290	127	231	179	253	531	128	174	118	13	198	195	170	229
	15.25%	5.44%	4.22%	8.08%	8.86%	12.93%	8.48%	7.21%	14.78%	10.97%	4.03%	7.43%	11.59%	8.14%	24.20%
Mel Kahele	39	47	30	56	37	41	108	21	49	26	7	65	39	40	24
	2.43%	0.88%	0.99%	1.95%	1.83%	2.09%	1.72%	1.18%	4.16%	2.41%	2.17%	2.43%	2.31%	1.91%	2.53%
Lanita Miller	48	62	39	58	39	43	153	30	55	19	11	77	56	52	28
	3.00%	1.16%	1.29%	2.02%	1.93%	2.19%	2.44%	1.69%	4.67%	1.76%	3.41%	2.89%	3.32%	2.49%	2.95%
Maria Perez	58	88	49	69	51	68	195	43	54	27	17	117	56	59	31
	3.62%	1.65%	1.62%	2.41%	2.52%	3.47%	3.11%	2.42%	4.58%	2.51%	5.27%	4.39%	3.32%	2.82%	3.27%
AT-LARGE V. P.															
*Randy Cammack	312	1525	884	751	516	437	1567	473	230	257	88	672	383	537	137
	11.36%	17.02%	17.64%	15.59%	14.99%	13.06%	14.91%	16.03%	11.36%	14.02%	16.60%	15.27%	13.49%	15.22%	8.14%
*Chester Glanton	315	1524	873	733	512	429	1633	472	223	252	85	663	383	534	135
	11.47%	17.00%	17.42%	15.22%	14.87%	12.82%	15.54%	16.00%	11.02%	13.75%	16.03%	15.06%	13.49%	15.14%	8.02%
*Tom O'Donnell	336	1532	890	750	516	438	1589	481	235	261	89	700	410	541	147
	12.24%	17.09%	17.76%	15.57%	14.99%	13.09%	15.12%	16.31%	11.61%	14.24%	16.79%	15.90%	14.44%	15.33%	8.73%
*Fred Gegare	315	1524	866	729	508	431	1556	469	224	252	82	660	381	531	130
	11.47%	17.00%	17.28%	15.14%	14.76%	12.88%	14.81%	15.90%	11.07%	13.75%	15.47%	15.00%	13.42%	15.05%	7.72%
*Ralph Taurone	310	1517	860	730	516	429	1555	466	222	250	85	663	386	537	133
	11.29%	16.93%	17.16%	15.16%	14.99%	12.82%	14.80%	15.80%	10.97%	13.64%	16.03%	15.06%	13.59%	15.22%	7.90%
Willie Smith	235	261	118	208	173	243	505	118	162	111	15	172	171	150	222
	8.56%	2.91%	2.35%	4.31%	5.02%	7.26%	4.80%	4.00%	8.00%	6.05%	2.83%	3.90%	6.02%	4.25%	13.19%
Doug Webber	232	260	116	219	173	242	480	114	167	118	12	152	169	157	220
	8.45%	2.90%	2.31%	4.54%	5.02%	7.23%	4.56%	3.86%	8.25%	6.44%	2.26%	3.45%	5.95%	4.45%	13.07%
Diana Kilmury	240	276	126	225	180	246	504	114	174	118	13	189	192	168	224
	8.74%	3.08%	2.51%	4.67%	5.23%	7.35%	4.79%	3.86%	8.60%	6.44%	2.45%	4.29%	6.76%	4.76%	13.31%
John Riojas	228	258	107	200	170	254	473	109	159	103	14	171	147	145	215
	8.30%	2.87%	2.13%	4.15%	4.94%	7.59%	4.50%	3.69%	7.85%	5.62%	2.64%	3.88%	5.17%	4.11%	12.78%
Jack Cox	49	59	30	64	41	42	121	26	54	24	10	65	46	50	27
	1.78%	0.65%	0.59%	1.32%	1.19%	1.25%	1.15%	0.88%	2.66%	1.31%	1.88%	1.47%	1.62%	1.41%	1.60%
Sergio Lopez	44	69	31	57	46	60	169	33	42	16	14	96	40	42	21
	1.60%	0.77%	0.61%	1.18%	1.33%	1.79%	1.60%	1.11%	2.07%	0.87%	2.64%	2.18%	1.40%	1.19%	1.24%
John Green	45	63	35	59	36	36	131	28	50	28	6	64	56	46	26
	1.63%	0.70%	0.69%	1.22%	1.04%	1.07%	1.24%	0.94%	2.47%	1.52%	1.13%	1.45%	1.97%	1.30%	1.54%
Bill Bounds	52	59	32	63	33	35	114	25	46	24	9	68	45	47	23
	1.89%	0.65%	0.63%	1.30%	0.95%	1.04%	1.08%	0.84%	2.27%	1.31%	1.69%	1.54%	1.58%	1.33%	1.36%
Robert Spearman	19	19	29	17	13	17	71	11	17	15	5	42	19	25	13
	0.69%	0.21%	0.57%	0.35%	0.37%	0.50%	0.67%	0.37%	0.84%	0.81%	0.94%	0.95%	0.66%	0.70%	0.77%
C. Sam Theodus	13	14	12	10	8	6	38	10	18	3	3	23	11	17	9
	0.47%	0.15%	0.23%	0.20%	0.23%	0.17%	0.36%	0.33%	0.88%	0.16%	0.56%	0.52%	0.38%	0.48%	0.53%

* Elected.

Central Region

Local Union	795	823	828	833	838	908	916	955	957	964	970	974	1038	1070	1081
Ballots Counted	448	288	155	158	296	447	938	666	1,508	354	558	520	184	36	148
GENERAL PRESIDENT															
*Jim Hoffa	268	155	36	100	218	244	589	539	598	191	367	304	164	24	94
	59.95%	54.38%	23.37%	63.69%	74.14%	54.95%	62.92%	81.29%	39.40%	54.26%	66.48%	59.25%	89.13%	68.57%	63.51%
Tom Leedham	156	103	103	39	60	176	282	109	859	151	150	172	18	9	41
	34.89%	36.14%	66.88%	24.84%	20.40%	39.63%	30.12%	16.44%	57.07%	42.89%	27.17%	33.52%	9.78%	25.71%	27.70%
John Metz	23	27	15	18	16	24	65	15	53	10	35	37	2	2	13
	5.14%	9.47%	9.74%	11.46%	5.44%	5.40%	6.94%	2.26%	3.52%	2.84%	6.34%	7.21%	1.08%	5.71%	8.78%
GENERAL SEC.-TREAS.															
*Tom Keegel	258	150	33	88	207	231	548	528	552	178	337	294	160	20	84
	58.10%	53.19%	21.71%	56.77%	71.13%	53.47%	59.37%	80.61%	37.04%	51.74%	63.70%	57.87%	87.91%	58.82%	58.74%
John McCormick	154	103	101	47	61	172	286	105	851	146	152	172	19	9	41
	34.68%	36.52%	66.44%	30.32%	20.96%	39.81%	30.98%	16.03%	57.11%	42.44%	28.73%	33.85%	10.43%	26.47%	28.67%
Tom Sever	28	25	15	18	21	22	74	18	76	15	33	38	2	4	13
	6.30%	8.86%	9.86%	11.61%	7.21%	5.09%	8.01%	2.74%	5.10%	4.36%	6.23%	7.48%	1.09%	11.76%	9.09%
Kenneth Hollowell	4	4	3	2	2	7	15	4	11	5	7	4	1	1	5
	0.90%	1.41%	1.97%	1.29%	0.68%	1.62%	1.62%	0.61%	0.73%	1.45%	1.32%	0.78%	0.54%	2.94%	3.49%
TRUSTEES															
*Jose Cadiz	261	147	32	88	205	227	537	521	551	175	315	288	156	20	77
	21.95%	19.65%	8.98%	21.15%	25.18%	19.86%	21.59%	28.02%	15.03%	19.59%	22.08%	21.34%	29.77%	21.27%	19.59%
*Ron McClain	267	153	40	95	213	246	570	532	576	189	341	296	158	21	84
	22.45%	20.45%	11.23%	22.83%	26.16%	21.52%	22.91%	28.61%	15.72%	21.16%	23.91%	21.94%	30.15%	22.34%	21.37%
*John Steger	265	153	32	93	209	233	560	524	571	178	329	296	158	22	86
	22.28%	20.45%	8.98%	22.35%	25.67%	20.38%	22.51%	28.18%	15.58%	19.93%	23.07%	21.94%	30.15%	23.40%	21.88%
Dave Eckstein	154	99	100	41	61	175	279	107	852	152	142	168	19	10	40
	12.95%	13.23%	28.08%	9.85%	7.49%	15.31%	11.21%	5.75%	23.25%	17.02%	9.95%	12.45%	3.62%	10.63%	10.17%
Kim Shanahan	157	110	106	46	66	176	293	119	863	152	163	179	19	12	49
	13.20%	14.70%	29.77%	11.05%	8.10%	15.39%	11.78%	6.40%	23.55%	17.02%	11.43%	13.26%	3.62%	12.76%	12.46%
Mel Kahele	28	26	13	16	19	28	76	18	66	19	38	36	3	2	20
	2.35%	3.47%	3.65%	3.84%	2.33%	2.44%	3.05%	0.96%	1.80%	2.12%	2.66%	2.66%	0.57%	2.12%	5.08%
Lanita Miller	25	29	17	17	19	28	82	13	86	9	44	43	5	4	18
	2.10%	3.87%	4.77%	4.08%	2.33%	2.44%	3.29%	0.69%	2.34%	1.00%	3.08%	3.18%	0.95%	4.25%	4.58%
Maria Perez	32	31	16	20	22	30	90	25	99	19	54	43	6	3	19
	2.69%	4.14%	4.49%	4.80%	2.70%	2.62%	3.61%	1.34%	2.70%	2.12%	3.78%	3.18%	1.14%	3.19%	4.83%
AT-LARGE V. P.															
*Randy Cammack	264	152	31	90	211	235	555	526	560	183	324	292	159	21	80
	12.89%	11.92%	4.88%	12.87%	15.48%	11.91%	13.15%	16.78%	8.57%	11.67%	13.50%	12.69%	18.04%	13.20%	12.25%
*Chester Glanton	259	151	32	89	203	227	543	519	558	183	320	292	156	19	82
	12.64%	11.84%	5.03%	12.73%	14.89%	11.50%	12.87%	16.56%	8.54%	11.67%	13.33%	12.69%	17.70%	11.94%	12.55%
*Tom O'Donnell	263	151	35	93	216	246	569	529	578	187	333	297	158	23	88
	12.84%	11.84%	5.51%	13.30%	15.84%	12.46%	13.48%	16.88%	8.84%	11.92%	13.87%	12.90%	17.93%	14.46%	13.47%
*Fred Gegare	260	149	29	89	203	225	538	519	553	176	314	290	156	19	81
	12.69%	11.68%	4.56%	12.73%	14.89%	11.40%	12.75%	16.56%	8.46%	11.22%	13.08%	12.60%	17.70%	11.94%	12.40%
*Ralph Taurone	258	146	30	92	204	228	537	522	550	177	321	289	156	21	76
	12.59%	11.45%	4.72%	13.16%	14.96%	11.55%	12.72%	16.66%	8.42%	11.28%	13.37%	12.55%	17.70%	13.20%	11.63%
Willie Smith	159	99	100	43	56	166	278	108	845	148	147	167	20	10	39
	7.76%	7.76%	15.74%	6.15%	4.10%	8.41%	6.58%	3.44%	12.93%	9.43%	6.12%	7.25%	2.27%	6.28%	5.97%
Doug Webber	154	102	104	45	62	182	274	115	858	149	150	171	19	10	45
	7.51%	8.00%	16.37%	6.43%	4.54%	9.22%	6.49%	3.67%	13.13%	9.50%	6.25%	7.43%	2.15%	6.28%	6.89%
Diana Kilmury	156	105	105	43	59	172	291	112	856	153	159	172	21	12	45
	7.61%	8.23%	16.53%	6.15%	4.32%	8.71%	6.89%	3.57%	13.10%	9.75%	6.62%	7.47%	2.38%	7.54%	6.89%
John Riojas	151	93	97	34	58	163	262	103	833	141	142	168	19	8	36
	7.37%	7.29%	15.27%	4.86%	4.25%	8.26%	6.21%	3.28%	12.75%	8.99%	5.91%	7.30%	2.15%	5.03%	5.51%
Jack Cox	26	28	16	19	19	36	82	17	75	9	40	34	6	3	19
	1.26%	2.19%	2.51%	2.71%	1.39%	1.82%	1.94%	0.54%	1.14%	0.57%	1.66%	1.47%	0.68%	1.88%	2.90%
Sergio Lopez	26	23	12	15	17	19	67	15	60	8	35	35	3	5	11
	1.26%	1.80%	1.88%	2.14%	1.24%	0.96%	1.58%	0.47%	0.91%	0.51%	1.45%	1.52%	0.34%	3.14%	1.68%
John Green	23	32	18	17	27	29	82	17	69	14	42	39	2	2	20
	1.12%	2.50%	2.83%	2.43%	1.98%	1.46%	1.94%	0.54%	1.05%	0.89%	1.75%	1.69%	0.22%	1.25%	3.06%
Bill Bounds	24	24	15	17	19	23	87	13	70	14	39	35	3	5	14
	1.17%	1.88%	2.36%	2.43%	1.39%	1.16%	2.06%	0.41%	1.07%	0.89%	1.62%	1.52%	0.34%	3.14%	2.14%
Robert Spearman	17	14	5	7	8	15	34	15	40	12	25	12	2	1	9
	0.83%	1.09%	0.78%	1.00%	0.58%	0.76%	0.80%	0.47%	0.61%	0.76%	1.04%	0.52%	0.22%	0.62%	1.37%
C. Sam Theodius	8	6	6	6	1	7	20	3	27	14	9	8	1	0	8
	0.39%	0.47%	0.94%	0.85%	0.07%	0.35%	0.47%	0.09%	0.41%	0.89%	0.37%	0.34%	0.11%	0.00%	1.22%

* Elected.

Central Region

Local Union	1135	1145	1164	1187	1199	1224	1620	1717	2000	2001	2040	2727	Total		
Ballots Counted	18	1,053"	126	249	219	186	18	60	3,697"	81	96	408	133,185		
GENERAL PRESIDENT															
*Jim Hoffa	14	324	101	102	180	69	14	53	300	67	72	78	73,012		
	82.35%	30.88%	81.45%	41.12%	82.56%	37.09%	77.77%	88.33%	8.13%	83.75%	75.00%	19.11%	55.17%		
Tom Leedham	3	676	19	72	33	87	4	6	3222	13	20	278	51,769		
	17.64%	64.44%	15.32%	29.03%	15.13%	46.77%	22.22%	10.00%	87.38%	16.25%	20.83%	68.13%	39.12%		
John Metz	0	49	4	74	5	30	0	1	165	0	4	52	7,553		
	0.00%	4.67%	3.22%	29.83%	2.29%	16.12%	0.00%	1.66%	4.47%	0.00%	4.16%	12.74%	5.71%		
GENERAL SEC.-TREAS.															
*Tom Keegel	13	319	95	91	171	65	14	48	285	64	65	72	69,240		
	72.22%	30.94%	79.16%	37.14%	80.28%	35.51%	77.77%	82.75%	7.87%	82.05%	67.70%	17.86%	53.12%		
John McCormick	4	647	17	78	32	80	4	5	3124	12	21	264	51,278		
	22.22%	62.75%	14.16%	31.83%	15.02%	43.71%	22.22%	8.62%	86.27%	15.38%	21.87%	65.50%	39.34%		
Tom Sever	1	59	5	75	7	31	0	4	182	1	6	62	8,501		
	5.55%	5.72%	4.16%	30.61%	3.28%	16.93%	0.00%	6.89%	5.02%	1.28%	6.25%	15.38%	6.52%		
Kenneth Hollowell	0	6	3	1	3	7	0	1	30	1	4	5	1,338		
	0.00%	0.58%	2.50%	0.40%	1.40%	3.82%	0.00%	1.72%	0.82%	1.28%	4.16%	1.24%	1.03%		
TRUSTEES															
*Jose Cadiz	13	307	93	88	169	64	14	49	284	63	63	72	68,748		
	27.08%	12.55%	26.87%	13.47%	27.47%	13.70%	28.00%	29.69%	3.67%	27.87%	24.04%	7.40%	20.16%		
*Ron McClain	14	319	98	89	176	65	14	49	291	66	68	84	70,905		
	29.16%	13.04%	28.32%	13.62%	28.61%	13.91%	28.00%	29.69%	3.76%	29.20%	25.95%	8.64%	20.79%		
*John Steger	14	323	94	94	174	67	14	48	281	63	68	81	70,109		
	29.16%	13.20%	27.16%	14.39%	28.29%	14.34%	28.00%	29.09%	3.63%	27.87%	25.95%	8.33%	20.55%		
Dave Eckstein	3	633	22	76	33	80	4	5	3044	13	21	272	50,504		
	6.25%	25.87%	6.35%	11.63%	5.36%	17.13%	8.00%	3.03%	39.38%	5.75%	8.01%	27.98%	14.81%		
Kim Shanahan	4	662	22	80	38	87	4	8	3169	15	24	279	52,752		
	8.33%	27.06%	6.35%	12.25%	6.17%	18.62%	8.00%	4.84%	41.00%	6.63%	9.16%	28.70%	15.47%		
Mel Kahele	0	56	3	73	7	31	0	1	187	1	4	55	8,526		
	0.00%	2.28%	0.86%	11.17%	1.13%	6.63%	0.00%	0.60%	2.41%	0.44%	1.52%	5.65%	2.50%		
Lanita Miller	0	69	7	74	8	34	0	2	205	1	6	61	9,160		
	0.00%	2.82%	2.02%	11.33%	1.30%	6.63%	0.00%	1.21%	2.65%	0.44%	2.29%	6.27%	2.69%		
Maria Perez	0	77	7	79	10	42	0	3	267	4	8	68	10,381		
	0.00%	3.14%	2.02%	12.09%	1.62%	8.99%	0.00%	1.81%	3.45%	1.76%	3.05%	6.99%	3.04%		
AT-LARGE V. P.															
*Randy Cammack	13	319	95	92	177	66	14	50	287	65	67	76	69,676		
	15.85%	7.24%	16.40%	8.63%	17.10%	8.17%	16.27%	17.85%	1.96%	17.15%	15.09%	4.42%	11.81%		
*Chester Glanton	14	306	94	88	171	68	14	50	281	64	64	72	68,950		
	17.07%	6.94%	16.23%	8.25%	16.52%	8.42%	16.27%	17.85%	1.92%	16.88%	14.41%	4.19%	11.69%		
*Tom O'Donnell	14	333	99	96	173	67	14	50	313	65	68	82	71,074		
	17.07%	7.55%	17.09%	9.00%	16.71%	8.30%	16.27%	17.85%	2.14%	17.15%	15.31%	4.77%	12.05%		
*Fred Gegare	13	305	92	87	170	65	14	49	278	63	63	74	68,633		
	15.85%	6.92%	15.88%	8.16%	16.42%	8.05%	16.27%	17.50%	1.90%	16.62%	14.18%	4.30%	11.63%		
*Ralph Taurone	12	306	96	94	170	67	14	49	285	64	65	74	68,602		
	14.63%	6.94%	16.58%	8.81%	16.42%	8.30%	16.27%	17.50%	1.95%	16.88%	14.63%	4.30%	11.63%		
Willie Smith	3	626	18	70	32	77	4	6	3056	13	21	265	50,189		
	3.65%	14.20%	3.10%	6.56%	3.09%	9.54%	4.65%	2.14%	20.91%	3.43%	4.72%	15.43%	8.51%		
Doug Webber	4	633	18	74	37	79	4	5	3048	12	23	272	50,709		
	4.87%	14.36%	3.10%	6.94%	3.57%	9.78%	4.65%	1.78%	20.85%	3.16%	5.18%	15.84%	8.60%		
Diana Kilmury	3	664	24	84	31	83	4	7	3146	15	25	274	51,982		
	3.65%	15.07%	4.14%	7.87%	2.99%	10.28%	4.65%	2.50%	21.53%	3.95%	5.63%	15.95%	8.81%		
John Riojas	3	607	17	71	31	81	4	5	3031	12	20	255	49,038		
	3.65%	13.77%	2.93%	6.66%	2.99%	10.03%	4.65%	1.78%	20.74%	3.16%	4.50%	14.85%	8.31%		
Jack Cox	1	57	3	74	11	34	0	3	173	2	5	58	8,992		
	1.21%	1.29%	0.51%	6.94%	1.06%	4.21%	0.00%	1.07%	1.18%	0.52%	1.12%	3.37%	1.52%		
Sergio Lopez	0	56	6	74	4	30	0	1	182	1	7	54	8,119		
	0.00%	1.27%	1.03%	6.94%	0.38%	3.71%	0.00%	0.35%	1.24%	0.26%	1.57%	3.14%	1.38%		
John Green	1	64	5	75	8	29	0	1	183	0	6	62	8,991		
	1.21%	1.45%	0.86%	7.03%	0.77%	3.59%	0.00%	0.35%	1.25%	0.00%	1.35%	3.61%	1.52%		
Bill Bounds	0	62	4	75	8	32	0	2	174	1	6	58	8,354		
	0.00%	1.40%	0.69%	7.03%	0.77%	3.96%	0.00%	0.71%	1.19%	0.26%	1.35%	3.37%	1.42%		
Robert Spearman	0	50	4	9	7	18	0	1	105	0	3	28	3,826		
	0.00%	1.13%	0.69%	0.84%	0.67%	2.23%	0.00%	0.35%	0.71%	0.00%	0.67%	1.63%	0.65%		
C. Sam Theodus	1	18	4	3	5	11	0	1	70	2	1	13	2,803		
	1.21%	0.40%	0.69%	0.28%	0.48%	1.36%	0.00%	0.35%	0.47%	0.52%	0.22%	0.75%	0.48%		

* Elected.

Eastern Region

Local Union	1	8	11	12	22	25	28	29	30	35	42	49	59	61	64
Ballots Counted	172	578	626	157	159	3043	496	314	925	181	331	162	374	420	312
GENERAL PRESIDENT															
*Jim Hoffa	117	344	323	99	28	794	181	107	229	134	107	95	152	151	122
	70.05%	59.82%	53.56%	63.05%	17.61%	29.20%	36.78%	34.18%	24.78%	74.44%	32.42%	62.50%	41.98%	36.12%	39.73%
Tom Leedham	30	184	152	49	123	1673	283	180	607	33	207	42	189	245	146
	17.96%	32.00%	25.20%	31.21%	77.35%	61.52%	57.52%	57.50%	65.69%	18.33%	62.72%	27.63%	52.20%	58.61%	47.55%
John Metz	20	47	128	9	8	252	28	26	88	13	16	15	21	22	39
	11.97%	8.17%	21.22%	5.73%	5.03%	9.26%	5.69%	8.30%	9.52%	7.22%	4.84%	9.86%	5.80%	5.26%	12.70%
GENERAL SEC.-TREAS.															
*Tom Keegel	103	313	279	85	20	635	169	100	200	129	95	63	129	146	98
	68.66%	56.50%	48.69%	54.83%	12.82%	25.66%	34.98%	32.78%	21.95%	73.71%	29.59%	47.01%	37.82%	35.09%	32.88%
John McCormick	25	179	159	50	125	1422	277	175	425	30	198	46	175	241	198
	16.66%	32.36%	27.74%	32.25%	80.12%	57.47%	57.34%	57.37%	46.65%	17.14%	61.68%	34.32%	51.31%	57.93%	46.30%
Tom Sever	19	53	125	15	11	383	31	29	278	14	22	22	34	25	58
	12.66%	9.58%	21.81%	9.67%	7.05%	15.48%	6.41%	9.50%	30.51%	8.00%	6.85%	16.41%	9.97%	6.00%	19.46%
Kenneth Hollowell	3	8	10	5	0	34	6	1	8	2	6	3	3	4	4
	2.00%	1.44%	1.74%	3.22%	0.00%	1.37%	1.24%	0.32%	0.87%	1.14%	1.86%	2.23%	0.87%	0.96%	1.34%
TRUSTEES															
*Jose Cadiz	86	308	304	81	20	607	171	97	198	128	95	59	138	148	100
	22.10%	20.56%	19.26%	19.66%	5.91%	10.55%	14.61%	12.86%	8.75%	26.50%	12.80%	17.35%	16.27%	14.65%	13.73%
*Ron McClain	94	322	304	87	26	687	176	105	224	132	97	69	131	154	100
	24.16%	21.49%	19.26%	21.11%	7.69%	11.94%	15.04%	13.92%	9.90%	27.32%	13.07%	20.29%	15.44%	15.24%	13.73%
*John Steger	92	321	294	87	22	614	178	105	222	127	91	66	128	152	102
	23.65%	21.42%	18.63%	21.11%	6.50%	10.67%	15.21%	13.92%	9.81%	26.29%	12.26%	19.41%	15.09%	15.04%	14.01%
Dave Eckstein	23	179	131	48	120	1294	283	173	575	28	193	35	168	241	133
	5.91%	11.94%	8.30%	11.65%	35.50%	22.49%	24.18%	22.94%	25.41%	5.79%	26.01%	10.29%	19.81%	23.86%	18.26%
Kim Shanahan	34	197	142	57	126	1480	279	179	457	33	203	48	184	242	140
	8.74%	13.15%	8.99%	13.83%	37.27%	25.73%	23.84%	23.74%	20.20%	6.83%	27.35%	14.11%	21.69%	23.96%	19.23%
Mel Kahele	17	51	113	16	7	304	28	27	235	10	21	18	27	23	42
	4.37%	3.40%	7.16%	3.88%	2.07%	5.28%	2.39%	3.58%	10.38%	2.07%	2.83%	5.29%	3.18%	2.27%	5.76%
Lanita Miller	19	59	136	18	8	332	27	34	239	12	18	21	31	27	48
	4.88%	3.93%	8.61%	4.36%	2.36%	5.77%	2.30%	4.50%	10.56%	2.48%	2.42%	6.17%	3.65%	2.67%	6.59%
Maria Perez	24	61	154	18	9	434	28	34	112	13	24	24	41	23	63
	6.16%	4.07%	9.75%	4.36%	2.66%	7.54%	2.39%	4.50%	4.95%	2.69%	3.23%	7.05%	4.83%	2.27%	8.65%
AT-LARGE V.P.															
*Randy Cammack	91	315	294	83	25	636	169	103	338	128	93	64	136	151	96
	14.63%	12.35%	11.42%	11.90%	3.93%	6.34%	8.05%	7.69%	8.65%	15.59%	6.88%	11.49%	9.12%	8.26%	7.78%
*Chester Glanton	85	308	287	79	19	616	170	97	205	127	94	63	125	150	94
	13.66%	12.07%	11.15%	11.33%	2.99%	6.14%	8.09%	7.24%	5.24%	15.46%	6.96%	11.31%	8.38%	8.21%	7.62%
*Tom O'Donnell	101	337	312	94	27	743	176	108	233	136	100	75	144	154	107
	16.23%	13.21%	12.12%	13.48%	4.25%	7.41%	8.38%	8.06%	5.96%	16.56%	7.40%	13.46%	9.65%	8.43%	8.67%
*Fred Gegare	88	310	287	81	20	610	169	98	203	127	92	60	127	149	91
	14.14%	12.15%	11.15%	11.62%	3.14%	6.08%	8.05%	7.31%	5.19%	15.46%	6.81%	10.77%	8.51%	8.15%	7.38%
*Ralph Taurone	86	308	288	80	20	627	168	96	202	128	98	62	127	147	99
	13.82%	12.07%	11.19%	11.47%	3.14%	6.25%	8.00%	7.16%	5.17%	15.59%	7.25%	11.13%	8.51%	8.05%	8.02%
Willie Smith	23	174	133	46	121	1315	275	173	434	33	185	36	169	242	125
	3.69%	6.82%	5.16%	6.59%	19.05%	13.11%	13.10%	12.92%	11.11%	4.01%	13.70%	6.46%	11.33%	13.25%	10.13%
Doug Webber	26	182	132	53	123	1294	278	175	442	27	189	36	170	241	129
	4.18%	7.13%	5.13%	7.60%	19.37%	12.91%	13.24%	13.06%	11.31%	3.28%	14.00%	6.46%	11.40%	13.19%	10.46%
Diana Kilmury	27	190	149	57	121	1415	283	172	579	33	202	41	184	240	142
	4.34%	7.45%	5.79%	8.17%	19.05%	14.11%	13.48%	12.84%	14.82%	4.01%	14.96%	7.36%	12.34%	13.14%	11.51%
John Ricjas	21	160	139	41	119	1231	269	168	535	29	185	32	159	239	119
	3.37%	6.27%	5.40%	5.88%	18.74%	12.28%	12.81%	12.54%	13.70%	3.53%	13.70%	5.74%	10.66%	13.08%	9.65%
Jack Cox	17	73	119	19	15	343	27	31	249	7	21	21	28	27	62
	2.73%	2.86%	4.62%	2.72%	2.36%	3.42%	1.28%	2.31%	6.37%	0.85%	1.55%	3.77%	1.87%	1.47%	5.02%
Sergio Lopez	15	41	158	11	5	298	25	23	221	11	20	18	23	23	50
	2.41%	1.60%	6.14%	1.57%	0.78%	2.97%	1.19%	1.71%	5.65%	1.33%	1.48%	3.23%	1.54%	1.25%	4.05%
John Green	18	57	122	18	8	308	31	33	106	10	22	21	37	26	54
	2.89%	2.23%	4.74%	2.58%	1.25%	3.05%	1.47%	2.46%	2.71%	1.21%	1.62%	3.77%	2.48%	1.42%	4.37%
Bill Bounds	16	48	112	10	6	270	24	27	110	10	19	16	31	23	45
	2.57%	1.88%	4.35%	1.43%	0.94%	2.69%	1.14%	2.01%	2.81%	1.21%	1.40%	2.87%	2.07%	1.25%	3.64%
Robert Spearman	4	23	32	13	5	196	25	25	25	9	21	8	24	8	16
	0.64%	0.90%	1.24%	1.86%	0.78%	1.95%	1.19%	1.86%	0.64%	1.09%	1.55%	1.43%	1.60%	0.43%	1.29%
C. Sam Theodus	4	24	9	12	1	123	10	10	23	6	9	4	7	6	4
	0.64%	0.94%	0.34%	1.72%	0.15%	1.22%	0.47%	0.74%	0.58%	0.73%	0.66%	0.71%	0.46%	0.32%	0.32%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	75	313	300	89	23	603	177	102	209	128	95	47	135	148	98
	14.97%	15.80%	14.77%	16.12%	4.78%	7.09%	10.88%	9.84%	7.11%	19.81%	8.92%	10.98%	11.47%	10.47%	9.84%
*Dan DeSanti	72	309	293	78	19	588	170	97	204	128	91	49	127	149	90
	14.37%	15.60%	14.42%	14.13%	3.95%	6.91%	10.45%	9.36%	6.94%	19.81%	8.55%	11.44%	10.79%	10.54%	9.04%
*John Murphy	101	338	311	87	28	687	181	110	223	133	100	59	144	155	101
	20.15%	17.07%	15.31%	15.76%	5.82%	8.08%	11.13%	10.61%	7.59%	20.58%	9.39%	13.78%	12.24%	10.96%	10.15%
*Richard Volpe	71	314	289	86	20	602	169	99	213	127	97	46	129	148	96
	14.17%	15.85%	14.22%	15.57%	4.15%	7.08%	10.39%	9.55%	7.25%	19.65%	9.11%	10.74%	10.96%	10.47%	9.64%
Rick Dade	16	178	134	56	123	1188	280	175	447	29	185	31	165	242	109
	3.19%	8.98%	6.59%	10.14%	25.57%	13.97%	17.22%	16.89%	15.22%	4.48%	17.38%	7.24%	14.03%	17.12%	10.95%
Eddie Kornegay	18	160	131	43	117	1146	272	169	425	31	184	31	160	241	101
	3.59%	8.08%	6.45%	7.78%	24.32%	13.48%	16.72%	16.31%	14.47%	4.79%	17.29%	7.24%	13.60.		

Eastern Region

Local Union	67	71	72	77	82	86	95	96	97	101	102	103	107	110	111
Ballots Counted	74	1187	783	453	259	134	401	236	638	277	345	108	1387	589	388
GENERAL PRESIDENT															
*Jim Hoffa	40	339	458	237	222	42	316	43	315	223	284	48	1044	307	335
	54.79%	28.55%	60.50%	53.86%	86.38%	31.81%	79.79%	18.29%	51.05%	81.68%	83.28%	47.05%	75.37%	52.12%	86.56%
Tom Leedham	31	734	230	118	32	85	60	188	198	33	42	37	314	239	41
	42.46%	61.83%	30.38%	26.81%	12.45%	64.39%	15.15%	80.00%	32.09%	12.08%	12.31%	36.27%	22.67%	40.57%	10.59%
John Metz	2	114	69	85	3	5	20	4	104	17	15	17	27	43	11
	2.73%	9.60%	9.11%	19.31%	1.16%	3.78%	5.05%	1.70%	16.85%	6.22%	4.39%	16.66%	1.94%	7.30%	2.84%
GENERAL SEC.-TREAS.															
*Tom Kaegel	38	328	405	195	206	40	298	38	269	208	263	39	1021	295	316
	53.52%	27.91%	55.25%	48.38%	83.73%	30.53%	77.40%	16.23%	45.21%	80.00%	80.92%	41.05%	74.57%	50.60%	84.49%
John McCormick	30	725	237	106	33	81	59	188	199	35	40	35	305	234	42
	42.25%	61.70%	32.33%	26.30%	13.41%	61.83%	15.32%	80.34%	33.44%	13.46%	12.30%	36.84%	22.27%	40.13%	11.22%
Tom Sever	2	117	73	99	6	10	25	4	119	15	17	18	36	47	16
	2.81%	9.95%	9.95%	24.56%	2.43%	7.63%	6.49%	1.70%	20.00%	5.76%	5.23%	18.94%	2.62%	8.06%	4.27%
Kenneth Hollowell	1	5	18	3	1	0	3	4	8	2	5	3	7	7	0
	1.40%	0.42%	2.45%	0.74%	0.40%	0.00%	0.77%	1.70%	1.34%	0.76%	1.53%	3.15%	0.51%	1.20%	0.00%
TRUSTEES															
*Jose Cadiz	38	326	415	191	200	37	301	38	285	209	265	39	1028	287	318
	20.43%	11.56%	21.03%	17.37%	28.81%	11.89%	27.46%	7.61%	18.07%	27.68%	28.49%	15.17%	26.91%	19.09%	29.28%
*Ron McClain	39	337	428	207	204	45	304	38	284	218	266	43	1039	301	321
	20.96%	11.95%	21.69%	18.83%	29.39%	14.46%	27.73%	7.61%	18.00%	28.87%	28.60%	16.73%	27.19%	20.02%	29.55%
*John Steger	38	333	425	203	206	39	302	39	282	211	270	45	1030	297	320
	20.43%	11.81%	21.54%	18.47%	29.68%	12.54%	27.55%	7.81%	17.88%	27.94%	29.03%	17.50%	26.96%	19.76%	29.46%
Dave Eckstein	27	730	206	106	32	82	52	183	175	32	39	33	299	231	41
	14.51%	25.90%	10.44%	9.64%	4.61%	26.36%	4.74%	36.67%	11.09%	4.23%	4.19%	12.84%	7.82%	15.36%	3.77%
Kim Shanahan	33	738	259	120	35	85	58	183	203	41	44	42	312	239	44
	17.74%	26.18%	13.12%	10.91%	5.04%	27.33%	5.29%	36.67%	12.87%	5.43%	4.73%	16.34%	8.16%	15.90%	4.05%
Mel Kahele	3	119	67	85	5	7	24	3	99	13	12	16	36	54	12
	1.61%	4.22%	3.39%	7.73%	0.72%	2.25%	2.18%	0.60%	6.27%	1.72%	1.29%	6.22%	0.94%	3.59%	1.10%
Lanita Miller	4	116	74	93	5	8	25	4	107	14	14	17	35	49	16
	2.15%	4.11%	3.75%	8.46%	0.72%	2.57%	2.28%	0.80%	6.78%	1.85%	1.50%	6.61%	0.91%	3.26%	1.47%
Maria Perez	4	119	99	94	7	8	30	11	142	17	20	22	41	45	14
	2.15%	4.22%	5.01%	8.55%	1.00%	2.57%	2.73%	2.20%	9.00%	2.25%	2.15%	8.56%	1.07%	2.99%	1.28%
AT-LARGE V.P.															
*Randy Cammack	39	336	413	201	202	37	301	36	280	209	265	42	1031	289	319
	12.11%	6.62%	12.50%	11.26%	17.42%	6.61%	16.35%	3.81%	10.76%	16.74%	16.85%	9.79%	15.86%	11.09%	17.42%
*Chester Ganton	39	326	403	196	202	41	297	36	274	209	263	39	1026	287	321
	12.11%	6.43%	12.19%	10.98%	17.42%	7.33%	16.14%	3.81%	10.53%	16.74%	16.73%	9.09%	15.79%	11.01%	17.53%
*Tom O'Donnell	40	335	440	212	209	43	305	42	293	215	268	45	1038	309	323
	12.42%	6.60%	13.31%	11.87%	18.03%	7.69%	16.57%	4.45%	11.26%	17.22%	17.04%	10.48%	15.97%	11.86%	17.64%
*Fred Gegare	36	324	402	189	201	39	297	36	266	210	263	40	1029	288	317
	11.18%	6.39%	12.16%	10.58%	17.34%	6.97%	16.14%	3.81%	10.22%	16.82%	16.73%	9.32%	15.83%	11.05%	17.31%
*Ralph Taurone	36	329	411	204	200	38	296	36	279	208	264	37	1033	290	322
	11.18%	6.49%	12.43%	11.42%	17.25%	6.79%	16.08%	3.81%	10.72%	16.66%	16.79%	8.62%	15.89%	11.13%	17.58%
Willie Smith	30	727	204	103	30	82	57	179	190	32	47	38	296	229	42
	9.31%	14.34%	6.17%	5.77%	2.58%	14.66%	3.09%	18.98%	7.30%	2.56%	2.98%	8.85%	4.55%	8.79%	2.29%
Doug Webber	29	734	218	104	31	80	52	182	178	31	41	31	295	234	43
	9.00%	14.48%	6.59%	5.82%	2.67%	14.31%	2.82%	19.30%	6.84%	2.48%	2.60%	7.22%	4.54%	8.98%	2.34%
Diana Kilmury	29	729	252	115	33	81	62	185	200	37	45	38	304	241	46
	9.00%	14.38%	7.62%	6.44%	2.84%	14.49%	3.36%	19.61%	7.68%	2.96%	2.86%	8.85%	4.67%	9.25%	2.51%
John Riojas	28	725	201	90	27	81	54	178	176	33	41	33	299	220	39
	8.69%	14.30%	6.08%	5.04%	2.32%	14.49%	2.93%	18.87%	6.76%	2.64%	2.60%	7.69%	4.60%	8.44%	2.12%
Jack Cox	3	122	73	95	6	10	30	7	104	17	14	18	32	47	14
	0.93%	2.40%	2.20%	5.32%	0.51%	1.78%	1.63%	0.74%	3.99%	1.36%	0.89%	4.19%	0.49%	1.80%	0.76%
Sergio Lopez	3	114	68	86	4	5	28	5	113	12	23	17	32	38	12
	0.93%	2.24%	2.05%	4.81%	0.34%	0.89%	1.52%	0.53%	4.34%	0.96%	1.46%	3.96%	0.49%	1.45%	0.65%
John Green	2	114	78	88	6	8	24	6	106	16	13	17	31	51	13
	0.62%	2.24%	2.36%	4.92%	0.51%	1.43%	1.30%	0.63%	4.07%	1.28%	0.82%	3.96%	0.47%	1.95%	0.70%
Bill Bounds	4	114	67	86	4	6	22	4	97	12	13	17	30	48	14
	1.24%	2.24%	2.02%	4.81%	0.34%	1.07%	1.19%	0.42%	3.72%	0.96%	0.82%	3.96%	0.46%	1.84%	0.76%
Robert Spearman	3	26	45	9	2	5	11	8	27	5	10	11	11	26	4
	0.93%	0.51%	1.36%	0.50%	0.17%	0.89%	0.59%	0.84%	1.03%	0.40%	0.63%	2.56%	0.16%	0.99%	0.21%
C. Sam Theodis	1	14	29	7	2	3	4	3	19	2	2	6	10	8	2
	0.31%	0.27%	0.87%	0.39%	0.17%	0.53%	0.21%	0.31%	0.73%	0.16%	0.12%	1.39%	0.15%	0.30%	0.10%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	39	333	412	196	201	37	304	38	280	211	267	41	1025	287	314
	15.35%	8.55%	15.86%	13.70%	21.49%	8.56%	20.86%	5.24%	13.59%	21.07%	21.48%	12.34%	19.81%	14.13%	21.68%
*Dan DeSanti	38	327	409	194	201	37	301	35	277	210	266	41	1039	286	318
	14.96%	8.39%	15.74%	13.56%	21.49%	8.56%	20.65%	4.82%	13.45%	20.97%	21.39%	12.34%	20.08%	14.08%	21.96%
*John Murphy	37	340	431	201	205	49	306	43	298	216	267	48	1033	305	323
	14.56%	8.73%	16.59%	14.05%	21.92%	11.34%	21.00%	5.93%	14.47%	21.57%	21.48%	14.45%	19.96%	15.02%	22.30%
*Richard Volpe	37	330	409	190	203	38	299	38	281	207	268	42	1026	292	319
	14.56%	8.47%	15.74%	13.28%	21.71%	8.79%	20.52%	5.24%	13.64%	20.67%	21.56%	12.65%	19.83%	14.38%	22.03%
Rick Dade	29	731	216	102	32	84	52	181	180	37	47	33	297	236	42
	11.41%	18.77%	8.31%	7.13%	3.42%	19.44%	3.56%	24.96%	8.74%	3.69%	2.97%	9.93%	5.74%	11.62%	2.90%
Eddie Kornegay	29	724	213	93	27	79	57	182	187	34	44	35	293	224	40
	11.41%	18.59%	8.20%	6.50%	2.88%	18.28%	3.91%	25.10%	9.08%	3.39%	3.53%	10.54%	5.66%	11.03%	2.76%
Tom Gilmartin	30	726	224	104	28	81	52	181	179	35	41	34	298	229	45
	11.81%	18.64													

Eastern Region

Local Union	115	118	122	125	126	127	145	169	170	171	175	177	182	191	194
Ballots Counted	1302	804	297	490	33	343	212	965	1304	572	726	2280	562	580	419
GENERAL PRESIDENT															
*Jim Hoffa	194	362	239	365	23	271	128	524	616	238	158	352	366	368	300
	15.67%	45.25%	82.13%	75.10%	69.69%	80.41%	61.83%	55.44%	47.82%	41.60%	22.00%	15.50%	65.47%	63.55%	72.46%
Tom Leedham	169	401	46	91	9	59	62	201	574	292	522	1837	172	184	53
	13.65%	50.12%	15.80%	18.72%	27.27%	17.50%	29.95%	21.26%	44.56%	51.04%	72.70%	80.92%	30.76%	31.77%	12.80%
John Metz	875	37	6	30	1	7	17	220	98	42	38	81	21	27	61
	70.67%	4.62%	2.06%	6.17%	3.03%	2.07%	8.21%	23.28%	7.60%	7.34%	5.29%	3.56%	3.75%	4.66%	14.73%
GENERAL SEC. - TREAS.															
*Tom Keegel	166	338	215	346	22	234	114	461	536	225	146	315	335	346	276
	14.34%	43.05%	77.89%	73.61%	68.75%	74.28%	57.28%	50.71%	43.01%	39.96%	20.62%	14.06%	62.38%	61.23%	69.52%
John McCormick	121	398	48	92	8	61	67	194	539	287	516	1806	169	186	50
	10.45%	50.70%	17.39%	19.57%	25.00%	19.36%	33.66%	21.34%	43.25%	50.97%	72.88%	80.62%	31.47%	32.92%	12.59%
Tom Sever	868	45	9	29	2	17	13	246	148	48	42	109	25	30	69
	75.02%	5.73%	3.26%	6.17%	6.25%	5.39%	6.53%	27.06%	11.87%	8.52%	5.93%	4.86%	4.65%	5.30%	17.38%
Kenneth Hollowell	2	4	4	3	0	3	5	8	23	3	4	10	8	3	2
	0.17%	0.50%	1.44%	0.63%	0.00%	0.95%	2.51%	0.88%	1.84%	0.53%	0.56%	0.44%	1.48%	0.53%	0.50%
TRUSTEES															
*Jose Cadiz	169	335	225	347	23	229	109	450	520	221	140	337	335	354	278
	5.10%	16.91%	28.69%	26.48%	25.55%	26.17%	21.08%	18.24%	16.61%	15.79%	8.67%	6.68%	22.96%	23.22%	24.30%
*Ron McClain	175	349	221	346	23	244	115	479	573	229	154	352	344	354	282
	5.28%	17.62%	28.18%	26.41%	25.55%	27.88%	22.24%	19.41%	18.30%	16.36%	9.54%	6.97%	23.57%	23.22%	24.65%
*John Steger	169	349	217	347	24	231	107	456	531	238	155	339	337	347	281
	5.10%	17.62%	27.67%	26.48%	26.66%	26.40%	20.69%	18.48%	16.96%	17.01%	9.60%	6.72%	23.09%	22.76%	24.56%
Dave Eckstein	117	392	37	88	8	50	66	170	517	291	519	1802	163	181	46
	3.53%	19.79%	4.71%	6.71%	8.88%	5.71%	12.76%	6.89%	16.51%	20.80%	32.15%	35.72%	11.17%	11.87%	4.02%
Kim Shanahan	128	406	47	92	8	69	66	199	608	286	508	1819	177	185	50
	3.86%	20.50%	5.99%	7.02%	8.88%	7.88%	12.76%	8.06%	19.42%	20.44%	31.47%	36.06%	12.13%	12.13%	4.37%
Mei Kaele	851	46	11	25	1	12	15	246	100	46	40	114	28	32	66
	25.70%	2.32%	1.40%	1.90%	1.11%	1.37%	2.90%	9.97%	3.19%	3.28%	2.47%	2.26%	1.91%	2.09%	5.76%
Lanita Miller	844	51	9	27	1	12	14	228	129	44	49	110	32	33	68
	25.49%	2.57%	1.14%	2.06%	1.11%	1.37%	2.70%	9.24%	4.12%	3.14%	3.03%	2.18%	2.19%	2.16%	5.94%
Maria Perez	858	52	17	38	2	28	25	239	152	44	49	171	43	38	73
	25.91%	2.62%	2.16%	2.90%	2.22%	3.20%	4.83%	9.68%	4.85%	3.14%	3.03%	3.39%	2.94%	2.49%	6.38%
AT-LARGE V.P.															
*Randy Cammack	171	340	214	351	23	234	115	462	523	223	149	333	338	352	281
	3.62%	9.67%	16.44%	15.90%	15.03%	16.21%	13.15%	11.64%	9.76%	9.03%	5.00%	3.53%	13.57%	13.36%	15.15%
*Chester Ganton	166	340	217	343	24	226	107	449	521	221	146	329	338	346	279
	3.52%	9.67%	16.67%	15.54%	15.68%	15.66%	12.24%	11.31%	9.72%	8.95%	4.90%	3.49%	13.57%	13.13%	15.04%
*Tom O'Donnell	181	356	228	357	23	249	116	485	571	232	150	353	353	358	282
	3.84%	10.12%	17.52%	16.17%	15.03%	17.25%	13.27%	12.22%	10.65%	9.39%	5.03%	3.74%	14.18%	13.59%	15.21%
*Fred Gegare	164	336	215	341	23	226	109	447	514	220	142	329	331	350	278
	3.47%	9.55%	16.52%	15.45%	15.03%	15.66%	12.47%	11.26%	9.59%	8.91%	4.76%	3.49%	13.29%	13.28%	14.99%
*Ralph Taurone	165	338	215	345	23	233	108	453	523	222	145	334	339	352	278
	3.50%	9.61%	16.52%	15.63%	15.03%	16.14%	12.35%	11.41%	9.76%	8.99%	4.86%	3.54%	13.61%	13.36%	14.99%
Willie Smith	119	398	36	90	8	52	62	175	529	286	514	1794	163	186	45
	2.52%	11.31%	2.76%	4.07%	5.22%	3.60%	7.09%	4.41%	9.87%	11.58%	17.25%	19.03%	6.54%	7.06%	2.42%
Doug Webber	115	397	36	84	8	49	61	173	526	286	515	1790	165	180	46
	2.44%	11.29%	2.76%	3.80%	5.22%	3.39%	6.97%	4.36%	9.81%	11.58%	17.28%	18.99%	6.62%	6.83%	2.48%
Diana Kilmury	123	404	48	89	8	56	67	188	569	286	500	1802	172	189	48
	2.60%	11.49%	3.68%	4.03%	5.22%	3.88%	7.66%	4.73%	10.61%	11.58%	16.78%	19.12%	6.91%	7.17%	2.58%
John Riojas	107	385	35	81	8	44	60	159	500	282	493	1771	160	180	48
	2.27%	10.94%	2.69%	3.67%	5.22%	3.04%	6.86%	4.00%	9.33%	11.42%	16.54%	18.79%	6.42%	6.83%	2.58%
Jack Cox	860	46	14	27	1	15	15	249	132	49	56	117	25	32	68
	18.24%	1.30%	1.07%	1.22%	0.65%	1.03%	1.71%	6.27%	2.46%	1.98%	1.87%	1.24%	1.00%	1.21%	3.66%
Sergio Lopez	840	39	10	33	1	16	12	221	120	40	53	114	26	35	64
	17.82%	1.10%	0.76%	1.49%	0.65%	1.10%	1.37%	5.57%	2.23%	1.62%	1.77%	1.20%	1.04%	1.32%	3.45%
John Green	848	55	11	23	2	17	13	240	121	48	45	109	29	27	67
	17.99%	1.56%	0.84%	1.04%	1.30%	1.17%	1.48%	6.04%	2.25%	1.94%	1.51%	1.15%	1.16%	1.02%	3.61%
Bill Bounds	834	48	6	25	1	13	14	227	96	43	42	101	25	26	64
	17.69%	1.36%	0.46%	1.13%	0.65%	0.90%	1.60%	5.72%	1.79%	1.74%	1.40%	1.07%	1.00%	0.98%	3.45%
Robert Spearman	12	23	8	12	0	5	10	28	73	24	16	97	11	12	5
	0.25%	0.65%	0.61%	0.54%	0.00%	0.34%	1.14%	0.70%	1.36%	0.97%	0.53%	1.02%	0.44%	0.45%	0.26%
C. Sam Theodis	8	11	8	6	0	8	5	11	40	7	13	51	14	9	1
	0.16%	0.31%	0.61%	0.27%	0.00%	0.55%	0.57%	0.27%	0.74%	0.28%	0.43%	0.54%	0.56%	0.34%	0.05%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	164	342	216	345	23	226	110	438	531	235	150	342	339	355	275
	4.32%	12.48%	20.70%	19.78%	19.16%	19.75%	15.51%	13.79%	12.47%	12.16%	6.53%	4.71%	17.29%	17.19%	18.43%
*Dan DeSanti	162	340	212	351	23	219	105	457	507	221	147	346	338	350	284
	4.26%	12.40%	20.32%	20.12%	19.16%	19.14%	14.80%	14.39%	11.90%	11.43%	6.40%	4.77%	17.24%	16.94%	19.03%
*John Murphy	167	355	235	347	23	234	112	459	567	231	158	345	350	353	274
	4.39%	12.95%	22.53%	19.89%	19.16%	20.45%	15.79%	14.46%	13.31%	11.95%	6.88%	4.75%	17.85%	17.09%	18.36%
*Richard Volpe	163	340	218	345	23	224	117	438	526	222	145	333	335	351	283
	4.29%	12.40%	20.90%	19.78%	19.16%	19.58%	16.50%	13.79%	12.35%	11.49%	6.32%	4.59%	17.09%	16.99%	18.96%
Rick Dade	103	403	36	81	8	47	65	148	511	288	503	1795	168	183	43
	2.71%	14.70%	3.45%	4.64%	6.66%	4.10%	9.16%	4.66%	12.00%	14.90%	21.92%	24.74%	8.57%	8.86%	2.88%
Eddie Kornegay	105	395	31	87	8	45	61	164	486	285	491	1785	163	178	42
	2.76%	14.41%	2.97%	4.98%	6.66%	3.93%	8.60%	5.16%	11.41%	14.75%	21.40%	24.61%	8.		

Eastern Region

Local Union	202	205	210	211	229	237	239	246	249	250	251	259	261	264	272
Ballots Counted	850	799	597	255	866	5703	194	261	1476	592	1562	247	314	1210	481
GENERAL PRESIDENT															
*Jim Hoffa	744	573	407	201	394	3882	137	145	745	240	852	200	98	751	324
	88.15%	72.16%	70.05%	78.82%	45.54%	69.85%	71.72%	55.55%	50.74%	41.16%	54.96%	81.96%	31.71%	62.47%	69.08%
Tom Leedham	86	189	133	44	439	1399	44	107	645	286	642	33	195	376	95
	10.18%	23.80%	22.89%	17.25%	50.75%	25.17%	23.03%	40.99%	43.93%	49.05%	41.41%	13.52%	63.10%	31.28%	20.25%
John Metz	14	32	41	10	32	276	10	9	78	57	56	11	16	75	50
	1.65%	4.03%	7.05%	3.92%	3.69%	4.96%	5.23%	3.44%	5.31%	9.77%	3.61%	4.50%	5.17%	6.23%	10.66%
GENERAL SEC.-TREAS.															
*Tom Keegel	675	533	349	172	349	3381	127	119	696	200	768	165	86	676	284
	85.76%	69.40%	64.27%	68.52%	41.59%	64.78%	68.27%	47.60%	48.26%	35.71%	51.47%	73.99%	28.76%	57.67%	65.58%
John McCormick	86	187	140	45	437	1423	45	107	617	186	603	36	183	383	95
	10.92%	24.34%	25.78%	17.92%	52.08%	27.26%	24.19%	42.80%	42.78%	33.21%	40.41%	16.14%	61.20%	32.67%	21.93%
Tom Sever	19	41	46	34	46	324	12	11	116	168	95	13	26	92	44
	2.41%	5.33%	8.47%	13.54%	5.48%	6.20%	6.45%	4.40%	8.04%	30.00%	6.36%	5.82%	8.69%	7.84%	10.16%
Kenneth Hollowell	7	7	8	0	7	91	2	13	13	6	26	9	4	21	10
	0.88%	0.91%	1.47%	0.00%	0.83%	1.74%	1.07%	5.20%	0.90%	1.07%	1.74%	4.03%	1.33%	1.79%	2.30%
TRUSTEES															
*Jose Cadiz	693	524	366	188	356	3577	131	125	694	202	750	152	83	676	311
	30.40%	24.90%	24.48%	26.93%	16.44%	24.95%	25.78%	19.74%	18.71%	13.73%	19.55%	26.07%	11.70%	21.43%	26.49%
*Ron McClain	682	554	354	192	377	3481	129	128	730	223	793	166	94	712	290
	29.92%	26.33%	23.67%	27.50%	17.41%	24.28%	25.39%	20.22%	19.68%	15.15%	20.67%	28.47%	13.25%	22.58%	23.77%
*John Steger	681	535	348	190	375	3376	127	138	712	213	772	151	88	698	279
	29.88%	25.42%	23.27%	27.22%	17.32%	23.55%	25.00%	21.80%	19.19%	14.47%	20.13%	25.90%	12.41%	22.13%	22.86%
Dave Eckstein	79	173	128	42	434	1325	41	105	629	270	577	36	182	366	88
	3.46%	8.22%	8.56%	6.01%	20.04%	9.24%	8.07%	16.58%	16.95%	18.35%	15.04%	6.17%	25.66%	11.60%	7.21%
Kim Shanahan	80	200	139	45	448	1426	45	108	650	204	642	44	192	410	86
	3.51%	9.50%	9.29%	6.44%	20.69%	9.94%	8.85%	17.06%	17.52%	13.86%	16.74%	7.54%	27.08%	13.00%	7.04%
Mel Kahele	18	32	33	14	59	261	10	6	93	146	89	9	19	84	36
	0.78%	1.52%	2.20%	2.00%	2.72%	1.82%	1.96%	0.94%	2.50%	9.92%	2.32%	1.54%	2.67%	2.66%	2.95%
Lanita Miller	17	38	45	12	57	346	12	10	95	139	90	14	24	97	49
	0.74%	1.80%	3.01%	1.71%	2.63%	2.41%	2.36%	1.57%	2.56%	9.44%	2.34%	2.40%	3.38%	3.07%	4.01%
Maria Perez	29	48	82	15	59	540	13	13	106	74	122	11	27	110	81
	1.27%	2.28%	5.48%	2.14%	2.72%	3.76%	2.55%	2.05%	2.85%	5.03%	3.18%	1.88%	3.80%	3.48%	6.63%
AT-LARGE V.P.															
*Randy Cammack	686	536	352	190	361	3467	126	127	709	208	760	160	83	692	296
	17.93%	15.05%	14.08%	16.15%	9.54%	14.30%	14.61%	11.52%	10.96%	8.65%	11.48%	16.63%	6.53%	12.93%	14.69%
*Chester Glanton	676	526	349	187	362	3372	130	124	693	205	750	147	83	684	281
	17.67%	14.77%	13.96%	15.90%	9.57%	13.91%	15.08%	11.25%	10.71%	8.52%	11.31%	15.28%	6.53%	12.78%	13.95%
*Tom O'Donnell	690	553	367	191	380	3527	133	127	737	232	836	158	93	726	291
	18.04%	15.52%	14.68%	16.24%	10.05%	14.55%	15.42%	11.52%	11.39%	9.65%	12.61%	16.42%	7.31%	13.56%	14.44%
*Fred Gegare	675	520	349	189	360	3367	126	127	698	206	747	150	83	674	280
	17.65%	14.60%	13.96%	16.07%	9.52%	13.89%	14.61%	11.52%	10.79%	8.56%	11.27%	15.59%	6.53%	12.59%	13.90%
*Ralph Taurone	685	529	350	190	364	3414	129	121	696	211	756	152	87	677	280
	17.91%	14.85%	14.00%	16.15%	9.62%	14.09%	14.96%	10.98%	10.76%	8.77%	11.40%	15.80%	6.84%	12.65%	13.90%
Willie Smith	87	167	128	40	428	1383	40	109	614	176	576	31	168	362	99
	2.27%	4.68%	5.12%	3.40%	11.31%	5.70%	4.64%	9.89%	9.49%	7.32%	8.69%	3.22%	13.21%	6.76%	4.91%
Doug Webber	76	179	122	43	424	1290	40	106	619	184	577	36	180	374	81
	1.98%	5.02%	4.88%	3.65%	11.21%	5.32%	4.64%	9.61%	9.57%	7.65%	8.70%	3.74%	14.16%	6.98%	4.02%
Diana Kilmury	82	203	140	49	440	1381	45	107	643	268	626	40	183	389	91
	2.14%	5.70%	5.60%	4.16%	11.63%	5.70%	5.22%	9.70%	9.94%	11.14%	9.44%	4.15%	14.39%	7.26%	4.51%
John Riojas	78	165	129	40	416	1364	37	101	591	254	550	31	171	333	92
	2.03%	4.63%	5.16%	3.40%	11.00%	5.62%	4.29%	9.16%	9.14%	10.56%	8.30%	3.22%	13.45%	6.22%	4.56%
Jack Cox	16	44	35	16	56	280	12	10	110	158	92	12	28	103	41
	0.41%	1.23%	1.40%	1.36%	1.48%	1.15%	1.39%	0.90%	1.70%	6.57%	1.38%	1.24%	2.20%	1.92%	2.03%
Sergio Lopez	30	36	70	13	40	470	11	9	77	135	78	10	22	78	77
	0.78%	1.01%	2.80%	1.10%	1.05%	1.93%	1.27%	0.81%	1.19%	5.61%	1.17%	1.03%	1.73%	1.45%	3.82%
John Green	15	40	36	12	53	311	11	7	99	70	84	13	30	91	40
	0.39%	1.12%	1.44%	1.02%	1.40%	1.28%	1.27%	0.63%	1.53%	2.91%	1.26%	1.35%	2.36%	1.70%	1.98%
Bill Bounds	15	35	33	12	46	255	11	8	93	60	78	10	25	96	41
	0.39%	0.98%	1.32%	1.02%	1.21%	1.05%	1.27%	0.72%	1.43%	2.49%	1.17%	1.03%	1.96%	1.79%	2.03%
Robert Spearman	11	17	21	1	31	220	9	14	52	24	62	5	21	52	17
	0.28%	0.47%	0.84%	0.08%	0.81%	0.90%	1.04%	1.27%	0.80%	0.99%	0.93%	0.51%	1.65%	0.97%	0.84%
C. Sam Theodis	2	11	18	3	20	127	2	5	34	13	54	7	14	20	7
	0.05%	0.30%	0.72%	0.25%	0.52%	0.52%	0.23%	0.45%	0.52%	0.54%	0.81%	0.72%	1.10%	0.37%	0.34%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	688	536	363	191	350	3500	130	127	707	213	752	131	88	688	297
	22.54%	19.13%	18.32%	20.34%	11.88%	18.21%	19.00%	14.83%	14.02%	12.34%	14.33%	16.81%	8.89%	16.36%	18.49%
*Dan DeSanti	680	527	347	191	348	3407	130	121	694	203	741	136	84	676	279
	22.28%	18.81%	17.51%	20.34%	11.81%	17.73%	19.00%	14.13%	13.76%	11.76%	14.12%	17.45%	8.49%	16.07%	17.37%
*John Murphy	694	546	365	188	364	3571	132	129	732	224	774	170	90	718	303
	22.73%	19.49%	18.42%	20.02%	12.35%	18.58%	19.29%	15.07%	14.52%	12.97%	14.75%	21.82%	9.10%	17.07%	18.86%
*Richard Volpe	681	535	359	192	352	3426	127	126	707	202	722	138	90	678	285
	22.31%	19.10%	18.12%	20.44%	11.95%	17.83%	18.56%	14.71%	14.02%	11.70%	13.76%	17.71%	9.10%	16.12%	17.74%
Rick Dade	83	177	123	41	423	1349	40	105	623	181	560	31	179	364	85
	2.71%	6.31%	6.20%	4.36%	14.36%	7.02%	5.84%	12.26%	12.35%	10.48%	10.67%	3.97%	18.09%	8.65%	5.29%
Eddie Kornegay	81	170	124	40	412	1346	37	105	604	171	555	32	169	358	97
	2.65%	6.06%	6.25%	4.25%	13.98%	7.00%	5.40%	12.26%	11.98%	9.90%	10.57%	4.10%	17.08%	8.51%	6.03%
Tom Gilmartin	77	167	126	40	430	1317	43	100	607	174	583	32	179	363	82
	2.52%	5.36%	6.36%	4.25%	14.60%	6.85%	6.28%	11.68%	12.04%	10.08%	11.11%	4.10%	18.09%	8.63%	5.10%
John Morris	21	59	56	22	127	400	15	13	135	200	110	11	43	123	57
	0.68%	2.10%	2.82%	2.34%	4.31%	2.08%	2.19%	1.51%	2.67%	11.58%	2.09%	1.41%	4.34%	2.92%	3.54%
Joe Padellaro	17	32	40	16	47	354	11	12	85	62	84	9	23	87	47
	0.55%	1.14%	2.01%	1.70%	1.59%	1.84%	1.60%	1.40%	1.68%	3.59%	1.60%	1.15%	2.32%	2.06%	2.92%
Patrick DeFelice	18	34	45	12	45	308	11	6	85	64	80	10	20	80	46
	0.58%	1.21%	2.27%	1.27%	1.52%	1.60%	1.60%	0.70%	1.68%	3.70%	1.52%	1.28%	2.02%	1.90%	2.86%
George W. Cashman	12	18	33	6	47	235	8	12	62	32	285	79	24	70	20</

Eastern Region

Local Union	273	277	282	294	295	311	312	317	322	326	331	338	340	341	355
Ballots Counted	198	152	1252	1188	1092	317	507	1130	238	796	561	111	1067	106	1241
GENERAL PRESIDENT															
*Jim Hoffa	139	104	1108	516	981	80	356	508	29	448	307	37	514	54	598
	70.20%	68.42%	89.21%	43.58%	90.16%	25.80%	70.91%	45.15%	12.23%	56.63%	55.71%	33.33%	49.32%	51.92%	48.61%
Tom Leedham	51	45	118	630	92	215	118	578	193	301	128	41	458	44	603
	25.75%	29.60%	9.50%	53.20%	8.45%	69.35%	23.50%	51.37%	81.43%	38.05%	23.23%	36.93%	43.95%	42.30%	49.02%
John Metz	8	3	16	38	15	15	28	39	15	42	116	33	70	6	29
	4.04%	1.97%	1.28%	3.20%	1.37%	4.83%	5.57%	3.46%	6.32%	5.30%	21.05%	29.72%	6.71%	5.76%	2.35%
GENERAL SEC. - TREAS.															
*Tom Keegel	127	98	1058	478	927	71	345	478	28	412	282	35	483	47	562
	64.79%	67.58%	86.93%	40.99%	88.03%	23.27%	69.27%	43.21%	11.96%	55.00%	52.12%	32.11%	47.91%	45.63%	46.91%
John McCormick	53	44	131	630	101	207	121	576	187	280	128	42	439	34	586
	27.04%	30.34%	10.76%	54.03%	9.59%	67.86%	24.29%	52.07%	79.91%	37.38%	23.65%	38.53%	43.55%	33.00%	48.91%
Tom Sever	14	3	23	55	20	21	31	51	15	52	126	32	70	21	40
	7.14%	2.06%	1.88%	4.71%	1.89%	6.88%	6.22%	4.61%	6.41%	6.94%	23.29%	29.35%	6.94%	20.38%	3.33%
Kenneth Hollowell	2	0	5	3	5	6	1	1	4	5	5	0	16	1	10
	1.02%	0.00%	0.41%	0.25%	0.47%	1.96%	0.20%	0.09%	1.70%	0.66%	0.92%	0.00%	1.58%	0.97%	0.83%
TRUSTEES															
*Jose Cadiz	125	99	1060	476	943	76	341	479	28	422	284	34	490	51	568
	23.49%	25.25%	30.13%	16.50%	30.61%	10.74%	25.00%	17.24%	5.46%	21.24%	19.17%	11.80%	18.78%	18.81%	18.77%
*Ron McClain	130	96	1066	496	946	74	346	495	27	432	290	38	510	51	588
	24.43%	24.48%	30.30%	17.19%	30.71%	10.46%	25.36%	17.81%	5.27%	21.75%	19.58%	13.19%	19.55%	18.81%	19.43%
*John Steger	127	95	1065	491	935	77	347	487	31	428	282	38	496	49	572
	23.87%	24.23%	30.28%	17.02%	30.35%	10.89%	25.43%	17.53%	6.05%	21.55%	19.04%	13.19%	19.01%	18.08%	18.90%
Dave Eckstein	54	44	127	617	99	202	112	563	187	272	117	41	410	37	580
	10.15%	11.22%	3.61%	21.39%	3.21%	28.57%	8.21%	20.26%	36.52%	13.69%	7.90%	14.23%	15.72%	13.65%	19.16%
Kim Shanahan	60	44	132	638	101	216	126	594	191	272	124	40	445	39	601
	11.27%	11.22%	3.75%	22.12%	3.27%	30.55%	9.23%	21.38%	37.30%	13.69%	8.37%	13.88%	17.06%	14.39%	19.86%
Mel Kahele	12	3	20	51	18	17	31	53	17	56	121	31	66	14	38
	2.25%	0.76%	0.56%	1.76%	0.58%	2.40%	2.27%	1.90%	3.32%	2.81%	8.17%	10.76%	2.53%	5.16%	1.25%
Lanita Miller	14	4	20	53	13	20	30	49	14	50	130	32	92	14	35
	2.63%	1.02%	0.56%	1.83%	0.42%	2.82%	2.19%	1.76%	2.73%	2.51%	8.77%	11.11%	3.52%	5.16%	1.15%
Maria Perez	10	7	27	62	25	25	31	58	17	54	133	34	99	16	44
	1.87%	1.78%	0.76%	2.14%	0.81%	3.53%	2.27%	2.08%	3.32%	2.71%	8.98%	11.80%	3.79%	5.90%	1.45%
AT-LARGE V.P.															
*Randy Carmack	128	96	1064	480	941	74	344	489	29	432	291	35	507	48	571
	14.09%	14.41%	17.95%	9.32%	18.26%	5.69%	14.84%	9.91%	3.03%	12.80%	12.01%	7.38%	11.18%	10.69%	10.60%
*Chester Glanton	125	94	1052	482	932	72	338	480	32	413	281	35	483	49	566
	13.76%	14.11%	17.75%	9.36%	18.09%	5.53%	14.58%	9.73%	3.34%	12.24%	11.60%	7.38%	10.65%	10.91%	10.50%
*Tom O'Donnell	132	98	1070	496	946	74	347	496	28	426	290	39	521	51	577
	14.53%	14.71%	18.05%	9.64%	18.36%	5.69%	14.96%	10.05%	2.92%	12.62%	11.97%	8.22%	11.49%	11.35%	10.71%
*Fred Gegare	126	94	1053	478	930	71	341	479	28	415	276	36	486	50	562
	13.87%	14.11%	17.76%	9.29%	18.05%	5.46%	14.71%	9.71%	2.92%	12.30%	11.40%	7.59%	10.72%	11.13%	10.43%
*Ralph Taurone	125	93	1059	479	938	72	340	484	27	417	281	37	482	48	567
	13.76%	13.96%	17.87%	9.31%	18.21%	5.53%	14.66%	9.81%	2.82%	12.36%	11.60%	7.80%	10.63%	10.69%	10.52%
Willie Smith	51	44	125	617	103	206	115	563	186	257	119	43	416	31	583
	5.61%	6.60%	2.10%	11.99%	1.99%	15.84%	4.96%	11.41%	19.43%	7.61%	4.91%	9.07%	9.17%	6.90%	10.82%
Doug Webber	52	42	124	621	92	204	117	562	185	259	123	41	427	35	584
	5.72%	6.30%	2.09%	12.05%	1.78%	15.69%	5.04%	11.39%	19.33%	7.67%	5.08%	8.64%	9.41%	7.79%	10.84%
Diana Kilmury	54	43	131	626	99	215	124	575	187	256	124	40	443	36	591
	5.94%	6.45%	2.21%	12.16%	1.92%	16.53%	5.34%	11.65%	19.54%	7.58%	5.12%	8.43%	9.77%	8.01%	10.97%
John Riojas	52	44	126	608	94	203	114	552	179	246	112	37	402	32	567
	5.72%	6.60%	2.12%	11.81%	1.82%	15.61%	4.91%	11.18%	18.70%	7.29%	4.62%	7.80%	8.86%	7.12%	10.52%
Jack Cox	13	2	30	57	14	19	31	57	15	51	127	32	80	17	40
	1.43%	0.30%	0.50%	1.10%	0.27%	1.46%	1.33%	1.15%	1.56%	1.51%	5.24%	6.75%	1.76%	3.78%	0.74%
Sergio Lopez	11	6	25	49	18	18	29	43	14	52	125	32	64	13	34
	1.21%	0.90%	0.42%	0.95%	0.34%	1.38%	1.25%	0.87%	1.46%	1.54%	5.16%	6.75%	1.41%	2.89%	0.63%
John Green	15	2	21	53	18	18	35	60	15	53	123	32	84	15	42
	1.65%	0.30%	0.35%	1.03%	0.34%	1.38%	1.50%	1.21%	1.56%	1.57%	5.08%	6.75%	1.85%	3.34%	0.77%
Bill Bounds	14	4	22	50	12	14	28	46	10	53	123	32	71	14	39
	1.54%	0.60%	0.37%	0.97%	0.23%	1.07%	1.20%	0.93%	1.04%	1.57%	5.08%	6.75%	1.56%	3.11%	0.72%
Robert Spearman	5	4	13	30	7	23	9	33	17	27	16	3	43	5	44
	0.55%	0.60%	0.21%	0.58%	0.13%	1.76%	0.38%	0.66%	1.77%	0.80%	0.66%	0.63%	0.94%	1.11%	0.81%
C. Sam Theodous	5	0	11	19	7	17	6	14	5	16	10	0	24	5	19
	0.55%	0.00%	0.18%	0.36%	0.13%	1.30%	0.25%	0.28%	0.52%	0.47%	0.41%	0.00%	0.52%	1.11%	0.35%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	127	98	1064	481	941	80	342	481	31	403	280	36	466	49	568
	17.83%	18.52%	22.59%	12.06%	22.92%	8.00%	18.61%	12.52%	4.21%	15.13%	14.57%	9.83%	13.43%	13.84%	13.55%
*Dan DeSanti	128	95	1056	479	937	73	342	482	27	409	280	34	462	50	567
	17.97%	17.95%	22.42%	12.01%	22.83%	7.30%	18.61%	12.55%	3.67%	15.35%	14.57%	9.28%	13.31%	14.12%	13.52%
*John Murphy	129	99	1059	497	935	77	348	504	28	414	288	41	507	51	584
	18.11%	18.71%	22.49%	12.46%	22.78%	7.70%	18.94%	13.12%	3.80%	15.54%	14.99%	11.20%	14.61%	14.40%	13.93%
*Richard Volpe	127	96	1055	475	936	74	336	482	28	411	282	39	507	52	565
	17.83%	18.14%	22.40%	11.91%	22.80%	7.40%	18.29%	12.55%	3.80%	15.43%	14.67%	10.65%	8.84%	14.68%	13.48%
Rick Dade	53	40	127	618	94	207	117	572	186	238	125	40	418	30	589
	7.44%	7.56%	2.69%	15.49%	2.29%	20.70%	6.36%	14.89%	25.30%	8.93%	6.50%	10.92%	12.04%	8.47%	14.05%
Eddie Kornegay	50	42	121	616	93	202	114	558	185	236	117	40	393	34	580
	7.02%	7.93%	2.57%	15.44%	2.26%	20.20%	6.20%	14.53%	25.17%	8.86%	6.09%	10.92%	11.32%	9.60%	13.83%
Tom Gilmartin</															

Eastern Region

Local Union	375	379	384	391	397	398	401	404	408	418	429	430	437	443	445
Ballots Counted	663	615	1201	3266	398	121	530	771	192	69	1347	702	79	798	911
GENERAL PRESIDENT															
*Jim Hoffa	208	515	486	2242	146	76	344	282	161	49	613	349	64	441	706
	31.51%	84.28%	40.66%	69.00%	37.05%	63.86%	65.15%	36.76%	84.29%	74.24%	45.64%	49.85%	82.05%	55.54%	78.09%
Tom Leedham	429	77	660	903	222	38	150	454	24	12	540	318	11	321	155
	65.00%	12.60%	55.23%	27.79%	56.34%	31.93%	28.40%	59.19%	12.56%	18.18%	40.20%	45.42%	14.10%	40.42%	17.14%
John Metz	23	19	49	104	26	5	34	31	6	5	190	33	3	32	43
	3.48%	3.10%	4.10%	3.20%	6.59%	4.20%	6.43%	4.04%	3.14%	7.57%	14.14%	4.71%	3.84%	4.03%	4.75%
GENERAL SEC.-TREAS.															
*Tom Keegel	192	474	463	2120	136	68	309	261	149	43	561	336	58	430	676
	29.35%	81.02%	39.40%	67.28%	35.14%	60.71%	60.94%	34.38%	80.54%	69.35%	42.33%	48.69%	78.37%	54.98%	76.81%
John McCormick	423	80	647	880	212	38	156	453	24	12	525	311	12	310	155
	64.67%	13.67%	55.06%	27.92%	54.78%	33.92%	30.76%	59.68%	12.97%	19.35%	39.62%	45.07%	16.21%	39.64%	17.61%
Tom Sever	37	26	52	116	32	5	38	42	9	7	222	40	4	38	39
	5.65%	4.44%	4.42%	3.68%	8.26%	4.46%	7.49%	5.53%	4.86%	11.29%	16.75%	5.79%	5.40%	4.85%	4.43%
Kenneth Hollowell	2	5	13	35	7	1	4	3	3	0	17	3	0	4	10
	0.30%	0.85%	1.10%	1.11%	1.80%	0.89%	0.78%	0.39%	1.62%	0.00%	1.28%	0.43%	0.00%	0.51%	1.13%
TRUSTEES															
*Jose Cadiz	193	477	464	2110	140	69	300	256	150	45	567	336	59	426	685
	12.45%	28.49%	16.07%	24.64%	14.65%	22.84%	21.56%	14.00%	28.14%	25.56%	16.34%	18.89%	27.44%	20.81%	27.31%
*Ron McClain	199	494	476	2185	148	71	330	272	155	43	592	347	59	432	687
	12.83%	29.51%	16.48%	25.52%	15.49%	23.50%	23.72%	14.87%	29.08%	24.43%	17.06%	19.51%	27.44%	21.10%	27.39%
*John Steger	197	477	473	2148	142	69	316	255	151	44	587	343	59	429	682
	12.70%	28.49%	16.38%	25.09%	14.86%	22.84%	22.71%	13.94%	28.33%	25.00%	16.92%	19.29%	27.44%	20.95%	27.19%
Dave Eckstein	422	74	629	865	208	36	155	436	26	12	533	310	10	316	147
	27.22%	4.42%	21.78%	10.10%	21.78%	11.92%	11.14%	23.85%	4.87%	6.81%	15.36%	17.43%	4.65%	15.43%	5.86%
Kim Shanahan	437	87	651	911	218	38	162	462	27	13	549	315	14	319	166
	28.19%	5.19%	22.54%	10.64%	22.82%	12.58%	11.64%	25.27%	5.06%	7.38%	15.82%	17.71%	6.51%	15.58%	6.61%
Mel Kahele	30	19	61	103	32	8	37	37	6	5	211	38	5	35	39
	1.93%	1.13%	2.11%	1.20%	3.35%	2.64%	2.65%	2.02%	1.12%	2.84%	6.08%	2.13%	2.32%	1.70%	1.55%
Lanita Miller	27	19	65	111	29	4	50	50	9	5	216	40	3	39	42
	1.74%	1.13%	2.25%	1.29%	3.03%	1.32%	3.59%	2.73%	1.68%	2.84%	6.22%	2.24%	1.39%	1.90%	1.67%
Maria Perez	45	27	68	128	38	7	41	60	9	9	214	49	6	51	60
	2.90%	1.61%	2.35%	1.49%	3.97%	2.31%	2.94%	3.28%	1.68%	5.11%	6.16%	2.75%	2.79%	2.49%	2.39%
AT-LARGE V.P.															
*Randy Cammack	194	475	465	2141	140	71	312	265	151	43	576	340	58	427	683
	6.85%	16.97%	9.02%	14.58%	8.24%	13.68%	13.31%	8.01%	17.19%	14.67%	9.79%	10.87%	16.38%	11.95%	16.20%
*Chester Glanton	194	474	469	2128	136	70	307	257	153	42	564	339	58	429	679
	6.85%	16.94%	9.09%	14.49%	8.01%	13.48%	13.09%	7.77%	17.42%	14.33%	9.59%	10.84%	16.38%	12.01%	16.10%
*Tom O'Donnell	199	493	480	2174	150	70	326	274	152	45	598	345	61	433	693
	7.03%	17.61%	9.31%	14.81%	8.83%	13.48%	13.90%	8.29%	17.31%	15.35%	10.16%	11.03%	17.23%	12.12%	16.44%
*Fred Gegare	192	473	461	2112	139	68	306	253	150	43	568	335	58	429	680
	6.78%	16.90%	8.94%	14.39%	8.19%	13.10%	13.05%	7.65%	17.08%	14.67%	9.65%	10.71%	16.38%	12.01%	16.13%
*Ralph Taurone	196	477	465	2112	141	69	313	260	153	41	567	339	61	428	678
	6.93%	17.04%	9.02%	14.39%	8.30%	13.29%	13.35%	7.86%	17.42%	13.99%	9.64%	10.84%	17.23%	11.98%	16.08%
Willie Smith	423	75	633	867	205	36	149	436	25	14	520	310	11	313	149
	14.95%	2.68%	12.28%	5.90%	12.08%	6.93%	6.35%	13.19%	2.84%	4.77%	8.84%	9.91%	3.10%	8.76%	3.53%
Doug Webber	427	70	625	867	208	38	148	435	23	11	531	309	9	305	151
	15.09%	2.50%	12.12%	5.90%	12.25%	7.32%	6.31%	13.16%	2.61%	3.75%	9.02%	9.88%	2.54%	8.54%	3.58%
Diana Kilmury	426	83	637	881	212	38	158	462	23	13	538	313	14	320	162
	15.06%	2.96%	12.35%	6.00%	12.49%	7.32%	6.74%	13.97%	2.61%	4.43%	9.14%	10.00%	3.95%	8.96%	3.84%
John Riojas	418	66	625	837	201	36	141	432	22	10	506	301	10	307	147
	14.78%	2.35%	12.12%	5.70%	11.84%	6.93%	6.01%	13.07%	2.50%	3.41%	8.60%	9.62%	2.82%	8.59%	3.48%
Jack Cox	32	27	58	132	35	4	47	48	5	8	226	42	5	36	40
	1.13%	0.96%	1.12%	0.89%	2.06%	0.77%	2.00%	1.45%	0.56%	2.73%	3.84%	1.34%	1.41%	1.00%	0.94%
Sergio Lopez	30	20	59	87	27	3	38	39	5	7	191	34	2	40	47
	1.06%	0.71%	1.14%	0.59%	1.59%	0.57%	1.62%	1.18%	0.56%	2.38%	3.24%	1.08%	0.56%	1.12%	1.11%
John Green	32	22	52	119	35	5	39	40	7	6	212	45	3	37	41
	1.13%	0.78%	1.00%	0.81%	2.06%	0.96%	1.66%	1.21%	0.79%	2.04%	3.60%	1.43%	0.84%	1.03%	0.97%
Bill Bounds	26	19	50	97	30	5	41	45	5	7	205	39	4	37	40
	0.91%	0.67%	0.97%	0.66%	1.76%	0.96%	1.74%	1.36%	0.56%	2.38%	3.48%	1.24%	1.12%	1.03%	0.94%
Robert Spearman	22	16	49	78	21	5	11	43	3	1	48	22	0	20	16
	0.77%	0.57%	0.95%	0.53%	1.23%	0.96%	0.46%	1.30%	0.34%	0.34%	0.81%	0.70%	0.00%	0.56%	0.37%
C. Sam Theodis	17	8	26	44	17	1	8	16	1	2	31	14	0	10	9
	0.60%	0.28%	0.50%	0.29%	1.00%	0.19%	0.34%	0.48%	0.11%	0.68%	0.52%	0.44%	0.00%	0.28%	0.21%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	194	477	467	2308	140	69	300	257	150	46	569	336	58	421	683
	8.91%	21.34%	11.65%	19.84%	10.62%	16.95%	16.17%	10.00%	21.30%	20.00%	12.39%	13.77%	20.78%	15.22%	20.40%
*Dan DeSanti	195	472	474	2104	138	71	302	263	156	42	574	342	57	422	683
	8.95%	21.11%	11.82%	18.08%	10.47%	17.44%	16.28%	10.23%	22.15%	18.26%	12.50%	14.01%	20.43%	15.25%	20.40%
*John Murphy	202	480	473	2143	151	69	317	272	154	43	599	353	57	416	695
	9.27%	21.47%	11.80%	18.42%	11.45%	16.95%	17.08%	10.58%	21.87%	18.69%	13.05%	14.46%	20.43%	15.03%	20.76%
*Richard Volpe	190	476	468	2116	138	69	301	258	150	41	570	335	58	416	682
	8.72%	21.29%	11.67%	18.19%	10.47%	19.95%	16.22%	10.04%	21.30%	17.82%	12.41%	13.72%	20.78%	15.03%	20.37%
Rick Dade	426	68	631	873	212	36	156	437	23	12	536	316	9	312	154
	19.56%	3.04%	15.74%	7.50%	16.08%	8.84%	8.40%	17.01%	3.26%	5.21%	11.67%	12.95%	3.22%	11.27%	4.60%
Eddie Kornegay	420	72	633	855	203	35	149	437	23	11	507	307	10	307	147
	19.29%	3.22%	15.79%	7.35%	15.40%	8.59%	8.03%	17.01%	3.26%	4.78%	11.04%	12.58%	3.58%	11.09%	4.39%

Eastern Region

Local Union	449	453	456	463	469	470	478	485	491	493	494	500	502	504	505
Ballots Counted	824	167	1148	871	687	625	348	168	360	433	150	833	149	144	251
GENERAL PRESIDENT															
*Jim Hoffa	203	119	951	326	635	365	276	121	299	143	78	709	55	83	103
	24.66%	71.25%	83.42%	37.73%	92.70%	58.87%	80.00%	72.45%	83.05%	33.10%	52.70%	85.73%	37.16%	58.04%	41.36%
Tom Leedham	587	36	164	489	37	201	57	33	50	281	52	85	58	53	134
	71.32%	21.55%	14.38%	56.59%	5.40%	32.41%	16.52%	19.76%	13.88%	65.04%	35.13%	10.27%	39.18%	37.06%	53.81%
John Metz	33	12	25	49	13	54	12	13	11	8	18	33	35	7	12
	4.00%	7.18%	2.19%	5.67%	1.89%	8.70%	3.47%	7.78%	3.05%	1.85%	12.16%	3.99%	23.64%	4.89%	4.81%
GENERAL SEC. -TREAS.															
*Tom Keegel	186	114	899	314	611	344	266	107	285	138	65	687	49	73	96
	22.93%	69.93%	81.65%	36.72%	91.60%	57.14%	78.46%	66.45%	81.19%	32.24%	46.76%	84.19%	34.26%	52.51%	38.55%
John McCormick	574	33	168	483	39	186	62	39	47	279	48	85	61	58	133
	70.77%	20.24%	15.25%	56.49%	5.84%	30.89%	18.28%	24.22%	13.39%	65.18%	34.53%	10.41%	42.65%	41.72%	53.41%
Tom Sever	45	15	22	54	15	68	9	14	16	10	26	40	32	8	16
	5.54%	9.20%	1.99%	6.31%	2.24%	11.29%	2.65%	8.69%	4.55%	2.33%	18.70%	4.90%	22.37%	5.75%	6.42%
Kenneth Hollowell	6	1	12	4	2	4	2	1	3	1	0	4	1	0	4
	0.73%	0.61%	1.08%	0.46%	0.29%	0.66%	0.58%	0.62%	0.85%	0.23%	0.00%	0.49%	0.69%	0.00%	1.60%
TRUSTEES															
*Jose Cadiz	181	113	911	303	617	337	266	110	286	139	60	683	46	69	95
	9.71%	24.88%	28.70%	14.69%	31.08%	21.02%	27.67%	24.01%	28.80%	13.80%	17.49%	28.98%	12.50%	20.29%	15.75%
*Ron McClain	193	117	918	317	623	353	268	115	292	140	67	693	50	71	102
	10.35%	25.77%	28.92%	15.37%	31.38%	22.02%	27.88%	25.10%	29.40%	13.90%	19.53%	29.41%	13.58%	20.88%	16.91%
*John Steger	192	116	912	309	615	348	266	116	289	139	62	682	50	71	97
	10.30%	25.55%	28.73%	14.98%	30.98%	21.70%	27.67%	25.32%	29.10%	13.80%	18.07%	28.94%	13.58%	20.88%	16.08%
Dave Eckstein	571	33	161	466	37	182	60	38	47	276	46	76	57	52	127
	30.64%	7.26%	5.07%	22.59%	1.86%	11.35%	6.24%	8.29%	4.73%	27.40%	13.41%	3.22%	15.48%	15.29%	21.06%
Kim Shanahan	589	35	169	481	43	190	56	37	49	283	52	93	63	58	132
	31.61%	7.70%	5.32%	23.32%	2.16%	11.85%	5.82%	8.07%	4.93%	28.10%	15.16%	3.94%	17.11%	17.05%	21.89%
Mel Kahele	42	14	23	58	14	63	13	14	9	7	17	40	32	4	16
	2.25%	3.08%	0.72%	2.81%	0.70%	3.93%	1.35%	3.05%	0.90%	0.69%	4.95%	1.69%	8.69%	1.17%	2.65%
Lanita Miller	35	14	32	55	17	65	14	14	11	11	15	42	37	6	18
	1.87%	3.08%	1.00%	2.66%	0.85%	4.05%	1.45%	3.05%	1.10%	1.09%	4.37%	1.78%	10.05%	1.76%	2.98%
Maria Perez	60	12	48	73	19	65	18	14	10	12	24	47	33	9	16
	3.22%	2.64%	1.51%	3.54%	0.95%	4.05%	1.87%	3.05%	1.00%	1.19%	6.99%	1.99%	8.96%	2.64%	2.65%
AT-LARGE V.P.															
*Randy Cammack	192	114	911	310	618	346	266	116	286	139	64	687	51	69	98
	5.62%	14.96%	17.02%	8.40%	18.64%	12.66%	16.42%	15.46%	17.12%	7.53%	11.01%	17.56%	8.10%	11.71%	9.17%
*Chester Glanton	184	115	907	307	612	339	262	110	288	139	59	680	50	70	98
	5.39%	15.09%	16.95%	8.32%	18.46%	12.40%	16.18%	14.66%	17.24%	7.53%	10.15%	17.38%	7.94%	11.88%	9.17%
*Tom O'Donnell	193	117	915	322	622	356	267	116	290	143	65	693	52	72	103
	5.65%	15.35%	17.10%	8.73%	18.76%	13.02%	16.49%	15.46%	17.36%	7.75%	11.18%	17.71%	8.26%	12.22%	9.64%
*Fred Gegare	184	114	908	310	615	343	263	108	285	136	60	679	48	70	94
	5.39%	14.96%	16.97%	8.40%	18.55%	12.55%	16.24%	14.40%	17.06%	7.37%	10.32%	17.35%	7.63%	11.88%	8.80%
*Ralph Taurone	183	115	919	314	612	344	262	106	285	137	59	680	50	70	96
	5.36%	15.09%	17.17%	8.51%	18.46%	12.58%	16.18%	14.13%	17.06%	7.42%	10.15%	17.38%	7.94%	11.88%	8.98%
Willie Smith	567	34	160	460	41	176	60	30	46	275	49	84	59	53	127
	16.61%	4.46%	2.99%	12.47%	1.23%	6.43%	3.70%	4.00%	2.75%	14.91%	8.43%	2.14%	9.37%	8.99%	11.89%
Doug Webber	575	31	154	463	39	180	58	32	47	274	48	74	58	50	128
	16.85%	4.06%	2.87%	12.55%	1.17%	6.58%	3.58%	4.26%	2.81%	14.85%	8.26%	1.89%	9.22%	8.48%	11.98%
Diana Kilmury	579	33	175	474	45	178	63	36	50	278	48	87	61	58	132
	16.96%	4.33%	3.27%	12.85%	1.35%	6.51%	3.89%	4.80%	2.99%	15.07%	8.26%	2.22%	9.69%	9.84%	12.35%
John Riojas	562	33	158	458	38	169	56	30	44	274	46	73	54	52	123
	16.47%	4.33%	2.95%	12.41%	1.14%	6.18%	3.45%	4.00%	2.63%	14.85%	7.91%	1.86%	8.58%	8.82%	11.51%
Jack Cox	43	12	28	66	16	66	15	19	13	9	22	42	36	4	18
	1.26%	1.57%	0.52%	1.78%	0.48%	2.41%	0.92%	2.53%	0.77%	0.48%	3.78%	1.07%	5.72%	0.67%	1.68%
Sergio Lopez	39	12	31	54	18	65	16	10	10	8	17	37	34	3	11
	1.14%	1.57%	0.57%	1.46%	0.54%	2.37%	0.98%	1.33%	0.59%	0.43%	2.92%	0.94%	5.40%	0.50%	1.02%
John Green	37	13	30	59	17	71	15	12	11	8	21	43	34	6	14
	1.08%	1.70%	0.56%	1.59%	0.51%	2.59%	0.92%	1.60%	0.65%	0.43%	3.61%	1.09%	5.40%	1.01%	1.31%
Bill Bounds	38	11	22	54	15	68	11	15	10	6	16	35	34	3	16
	1.11%	1.44%	0.41%	1.46%	0.45%	2.48%	0.67%	2.00%	0.59%	0.32%	2.75%	0.89%	5.40%	0.50%	1.49%
Robert Spearman	24	5	21	27	6	13	4	7	3	12	5	13	5	5	5
	0.70%	0.65%	0.39%	0.73%	0.18%	0.47%	0.24%	0.93%	0.17%	0.65%	0.86%	0.33%	0.79%	0.84%	0.46%
C. Sam Theodous	12	3	11	10	1	19	1	3	2	6	2	5	3	4	5
	0.35%	0.39%	0.20%	0.27%	0.03%	0.69%	0.06%	0.40%	0.11%	0.32%	0.34%	0.12%	0.47%	0.67%	0.46%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	187	115	915	303	617	327	263	108	286	140	63	676	48	68	96
	7.10%	18.94%	21.53%	10.56%	23.33%	15.21%	20.40%	18.12%	21.51%	9.79%	13.26%	21.57%	9.93%	14.16%	11.58%
*Dan DeSanti	182	113	912	301	617	338	267	103	284	136	59	686	48	70	98
	6.91%	18.61%	21.46%	10.49%	23.33%	15.72%	20.71%	17.28%	21.36%	9.51%	12.42%	21.89%	9.93%	14.58%	11.82%
*John Murphy	199	119	914	310	621	338	263	111	290	141	65	689	51	75	97
	7.55%	19.60%	21.51%	10.81%	23.48%	15.72%	20.40%	18.62%	21.82%	9.86%	13.68%	21.99%	10.55%	15.62%	11.70%
*Richard Volpe	191	114	912	316	619	343	265	111	288	139	65	681	51	69	93
	7.25%	18.78%	21.46%	11.02%	23.41%	15.96%	20.55%	18.62%	21.67%	9.72%	13.68%	21.73%	10.55%	14.37%	11.21%
Rick Dade	581	32	162	447	40	158	60	37	49	273	43	80	60	49	131
	22.06%	5.27%	3.81%	15.59%	1.51%	7.35%	4.65%	6.20%	3.68%	19.10%	9.05%	2.55%	12.42%	10.20%	15.80%
Eddie Kornegay	567	33	157	446	40	166	60	36	44	275	45	75	57	49	127
	21.53%	5.43%	3.69%	15.55%	1.51%	7.72%	4.65%	6.04%	3.31%	19.24%	9.47%	2.39%	11.80%	10.20%	15.31%
Tom Gilmartin	573	34	163	454	37	170	62	32	44	278	44	81	57	57	130
	21.76%	5.60%	3.83%	15.83											

Eastern Region

Local Union	509	522	529	531	538	550	553	557	559	560	570	575	584	585	592
Ballots Counted	360	148	270	66	242	543	499	660	623	1495	408	120	540	214	379
GENERAL PRESIDENT															
*Jim Hoffa	176	98	177	43	138	479	391	270	199	1180	278	80	482	155	307
	48.88%	69.50%	66.29%	66.15%	57.98%	88.86%	79.14%	41.22%	32.14%	79.30%	70.55%	67.22%	89.92%	72.76%	81.86%
Tom Leedham	168	31	76	17	86	54	90	366	416	250	102	35	49	47	54
	46.66%	21.98%	28.46%	26.15%	36.13%	10.01%	18.21%	55.87%	67.20%	16.80%	25.88%	29.41%	9.14%	22.06%	14.40%
John Metz	16	12	14	5	14	6	13	19	4	58	14	4	5	11	14
	4.44%	8.51%	5.24%	7.69%	5.88%	1.11%	2.63%	2.90%	0.64%	3.89%	3.55%	3.36%	0.93%	5.16%	3.73%
GENERAL SEC. -TREAS.															
*Tom Keegel	173	81	166	34	124	454	369	259	181	1100	257	67	465	138	284
	48.32%	62.30%	63.35%	57.62%	52.99%	87.81%	76.87%	40.03%	29.86%	76.92%	67.63%	59.29%	88.91%	66.66%	80.45%
John McCormick	168	35	77	17	86	52	89	363	409	257	102	36	51	50	54
	46.92%	26.92%	29.38%	28.81%	36.75%	10.05%	18.54%	56.10%	67.49%	17.97%	26.84%	31.85%	9.75%	24.15%	15.29%
Tom Sever	17	13	16	7	21	6	14	24	12	66	16	5	4	15	12
	4.74%	10.00%	6.10%	11.86%	8.97%	1.16%	2.91%	3.70%	1.98%	4.61%	4.21%	4.42%	0.76%	7.24%	3.39%
Kenneth Hollowell	0	1	3	1	3	5	8	1	4	7	5	5	3	4	3
	0.00%	0.76%	1.14%	1.69%	1.28%	0.96%	1.66%	0.15%	0.66%	0.48%	1.31%	4.42%	0.57%	1.93%	0.84%
TRUSTEES															
*Jose Cadiz	173	85	165	41	121	457	369	259	186	1121	263	70	456	141	279
	18.99%	24.49%	23.30%	23.16%	19.64%	30.40%	27.43%	16.22%	13.19%	27.43%	24.64%	23.33%	30.21%	24.65%	27.48%
*Ron McClain	176	84	169	37	131	469	374	265	193	1133	267	72	464	147	285
	19.31%	24.20%	23.87%	20.90%	21.26%	31.20%	27.80%	16.60%	13.68%	27.72%	25.02%	24.00%	30.74%	25.69%	28.07%
*John Steger	174	79	168	35	131	459	371	267	187	1126	262	69	460	143	285
	19.09%	22.76%	23.72%	19.77%	21.26%	30.53%	27.58%	16.72%	13.26%	27.55%	24.55%	23.00%	30.48%	25.00%	28.07%
Dave Eckstein	166	29	76	14	86	49	90	358	395	248	102	33	51	48	52
	18.22%	8.35%	10.73%	7.90%	13.96%	3.26%	6.69%	22.43%	28.01%	6.06%	9.55%	11.00%	3.37%	8.39%	5.12%
Kim Shanahan	166	32	79	17	94	53	92	362	410	262	111	37	56	53	66
	18.22%	9.22%	11.15%	9.60%	15.25%	3.52%	6.84%	22.68%	29.07%	6.41%	10.40%	12.33%	3.71%	9.26%	6.50%
Mel Kahele	18	8	20	5	14	4	14	27	8	58	14	4	4	10	14
	1.97%	2.30%	2.82%	2.82%	2.27%	0.26%	1.04%	1.69%	0.56%	1.41%	1.31%	1.33%	0.26%	1.74%	1.37%
Lanita Miller	20	14	15	10	20	5	17	32	10	58	24	5	8	16	17
	2.19%	4.03%	2.11%	5.64%	3.24%	0.33%	1.26%	2.00%	0.70%	1.41%	2.24%	1.66%	0.53%	2.79%	1.67%
Maria Perez	18	16	16	18	19	7	18	26	21	80	24	10	10	14	17
	1.97%	4.61%	2.25%	10.16%	3.08%	0.46%	1.33%	1.62%	1.48%	1.95%	2.24%	3.33%	0.66%	2.44%	1.67%
AT-LARGE V.P.															
*Randy Cammack	172	82	165	36	125	457	371	262	188	1124	261	70	458	139	287
	10.70%	14.01%	13.55%	12.41%	11.72%	18.15%	16.39%	9.13%	7.31%	16.31%	14.37%	13.94%	18.04%	14.38%	16.91%
*Chester Glanton	173	79	165	37	125	452	364	258	184	1108	262	67	458	139	280
	10.76%	13.50%	13.55%	12.75%	11.72%	17.95%	16.08%	8.99%	7.16%	16.08%	14.42%	13.34%	18.04%	14.38%	16.49%
*Tom O'Donnell	177	86	168	39	136	477	381	271	194	1143	274	71	467	148	293
	11.01%	14.70%	13.80%	13.44%	12.75%	18.95%	16.83%	9.44%	7.55%	16.58%	15.08%	14.14%	18.40%	15.32%	17.26%
*Fred Gegare	173	79	166	35	124	452	361	255	187	1114	261	67	461	140	278
	10.76%	13.50%	13.64%	12.06%	11.63%	17.95%	15.95%	8.88%	7.27%	16.16%	14.37%	13.34%	18.16%	14.49%	16.38%
*Ralph Taurone	172	82	166	40	123	460	368	255	187	1113	258	67	461	141	275
	10.70%	14.01%	13.64%	13.79%	11.53%	18.27%	16.26%	8.88%	7.27%	16.15%	14.20%	13.34%	18.16%	14.59%	16.20%
Willie Smith	167	27	77	14	81	47	86	356	385	249	97	35	49	46	51
	10.39%	4.61%	6.32%	4.82%	7.59%	1.86%	3.80%	12.40%	14.98%	3.61%	5.34%	6.97%	1.93%	4.76%	3.00%
Doug Webber	164	33	79	13	88	45	89	358	389	252	96	32	48	49	54
	10.20%	5.64%	6.49%	4.48%	8.25%	1.78%	3.93%	12.47%	15.14%	3.65%	5.28%	6.37%	1.89%	5.07%	3.18%
Diana Kilmury	168	34	77	20	92	54	88	364	401	258	113	35	54	54	59
	10.45%	5.81%	6.32%	6.89%	8.63%	2.14%	3.88%	12.68%	15.60%	3.74%	6.22%	6.97%	2.12%	5.59%	3.47%
John Riojas	164	29	76	17	79	46	82	348	385	245	93	33	48	45	49
	10.20%	4.95%	6.24%	5.86%	7.41%	1.82%	3.62%	12.12%	14.98%	3.55%	5.12%	6.57%	1.89%	4.65%	2.88%
Jack Cox	16	11	21	7	24	6	14	28	12	62	18	4	4	16	18
	0.99%	1.88%	1.72%	2.41%	2.25%	0.23%	0.61%	0.97%	0.46%	0.89%	0.99%	0.79%	0.15%	1.65%	1.06%
Sergio Lopez	15	16	13	12	12	6	14	22	13	66	19	5	6	11	11
	0.93%	2.73%	1.06%	4.13%	1.12%	0.23%	0.61%	0.76%	0.50%	0.95%	1.04%	0.99%	0.23%	1.13%	0.64%
John Green	20	10	16	7	24	2	18	31	8	58	20	5	6	14	14
	1.24%	1.70%	1.31%	2.41%	2.25%	0.07%	0.79%	1.08%	0.31%	0.84%	1.10%	0.99%	0.23%	1.44%	0.82%
Bill Bounds	15	10	18	6	19	4	18	20	5	64	18	4	9	11	12
	0.93%	1.70%	1.47%	2.06%	1.78%	0.15%	0.79%	0.69%	0.19%	0.92%	0.99%	0.79%	0.35%	1.13%	0.70%
Robert Spearman	7	7	8	4	8	5	5	28	23	22	19	6	5	10	11
	0.43%	1.19%	0.65%	1.37%	0.75%	0.19%	0.22%	0.97%	0.89%	0.31%	1.04%	1.19%	0.19%	1.03%	0.64%
C. Sam Theodous	4	0	2	3	6	4	4	13	8	12	7	1	4	3	5
	0.24%	0.00%	0.16%	1.03%	0.56%	0.15%	0.17%	0.45%	0.31%	0.17%	0.38%	0.19%	0.15%	0.31%	0.29%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	174	85	168	37	124	455	373	259	182	1119	268	72	459	141	287
	13.95%	18.39%	17.53%	16.44%	14.85%	22.58%	20.68%	11.68%	9.13%	20.47%	18.70%	17.69%	22.81%	18.40%	21.14%
*Dan DeSanti	171	80	164	36	123	455	371	254	180	1128	264	71	459	140	280
	13.71%	17.31%	17.11%	16.00%	14.73%	22.58%	20.57%	11.45%	9.03%	20.64%	18.42%	17.44%	22.81%	18.27%	20.63%
*John Murphy	173	82	171	38	133	453	375	270	185	1138	267	72	459	148	288
	13.87%	17.74%	17.84%	16.88%	15.92%	22.48%	20.79%	12.17%	9.28%	20.82%	18.63%	17.69%	22.81%	19.32%	21.22%
*Richard Volpe	170	78	166	38	127	495	371	256	182	1123	255	67	461	139	279
	13.63%	16.88%	17.32%	16.88%	15.20%	24.56%	20.57%	11.54%	9.13%	20.54%	17.79%	16.46%	22.91%	18.14%	20.56%
Rick Dade	167	33	81	15	88	47	85	363	393	244	101	34	50	50	55
	13.39%	7.14%	8.45%	6.66%	10.53%	2.33%	4.71%	16.37%	19.71%	4.46%	7.04%	8.35%	2.48%	6.52%	4.05%
Eddie Kornegay	166	31	74	15	82	48	85	355	393	238	100	35	48	48	52
	13.31%	6.70%	7.72%	6.66%	9.82%	2.38%	4.71%	16.01%	19.71%	4.35%	6.97%	8.59%	2.38%	6.26%	3.83%
Tom Gilmartin	166	27	74	17	85	47	86	361	418	244	104	34	48	45	51

Eastern Region

Local Union	597	617	623	628	633	636	639	641	653	669	671	676	677	680	686
Ballots Counted	319	379	743	526	876	376	1302	701	684	255	718	1496	647	217	241
GENERAL PRESIDENT															
*Jim Hoffa	35	168	263	55	186	68	667	535	332	153	211	974	201	179	37
	11.04%	44.56%	35.78%	10.59%	21.47%	18.13%	52.02%	76.97%	49.33%	60.23%	29.38%	65.72%	31.16%	82.87%	16.81%
Tom Leedham	272	164	433	395	632	295	580	144	320	89	477	461	411	22	96
	85.80%	43.50%	58.91%	76.10%	72.97%	78.66%	45.24%	20.71%	47.54%	35.03%	66.43%	31.10%	63.72%	10.18%	43.63%
John Metz	10	45	39	69	48	12	35	16	21	12	30	47	33	15	87
	3.15%	11.93%	5.30%	13.29%	5.54%	3.20%	2.73%	2.30%	3.12%	4.72%	4.17%	3.17%	5.11%	6.94%	39.54%
GENERAL SEC.-TREAS.															
*Tom Keegel	33	149	248	48	154	59	623	511	287	144	192	904	182	164	25
	10.47%	42.09%	34.39%	9.91%	18.57%	16.16%	50.36%	75.25%	45.77%	58.06%	27.11%	62.86%	28.84%	79.61%	12.43%
John McCormick	267	145	427	360	592	154	569	143	296	92	467	466	405	23	78
	84.76%	40.96%	59.22%	74.38%	71.41%	42.19%	45.99%	21.06%	47.20%	37.09%	65.96%	32.40%	64.18%	11.16%	38.80%
Tom Sever	13	58	44	76	75	149	37	23	37	10	44	55	41	19	95
	4.12%	16.38%	6.10%	15.70%	9.04%	40.82%	2.99%	3.38%	5.90%	4.03%	6.21%	3.82%	6.49%	9.22%	47.26%
Kenneth Hollowell	2	2	2	0	8	3	8	2	7	2	5	13	3	0	3
	0.63%	0.56%	0.27%	0.00%	0.96%	0.82%	0.64%	0.29%	1.11%	0.80%	0.70%	0.90%	0.47%	0.00%	1.49%
TRUSTEES															
*Jose Cadiz	32	153	253	43	152	58	615	516	271	143	193	907	183	161	21
	4.67%	16.77%	14.26%	4.00%	8.05%	6.31%	18.99%	27.05%	17.45%	21.60%	11.66%	23.11%	12.20%	27.42%	4.55%
*Ron McClain	37	155	262	49	162	67	639	522	294	146	195	950	191	165	27
	5.40%	16.99%	14.76%	4.56%	8.58%	7.29%	19.73%	27.37%	18.93%	22.05%	11.78%	24.20%	12.73%	28.10%	5.85%
*John Steger	38	150	258	45	167	64	723	518	279	148	197	930	187	161	23
	5.54%	16.44%	14.54%	4.19%	8.84%	6.97%	22.32%	27.16%	17.96%	22.35%	11.91%	23.70%	12.46%	27.42%	4.98%
Dave Eckstein	265	134	421	344	590	265	562	139	287	87	463	449	401	22	62
	38.68%	14.69%	23.73%	32.05%	31.25%	28.86%	17.35%	7.28%	18.48%	13.14%	27.99%	11.44%	26.73%	3.74%	13.44%
Kim Shanahan	266	143	429	350	605	157	567	149	317	93	479	480	417	28	81
	38.83%	15.67%	24.18%	32.61%	32.04%	17.10%	17.51%	7.81%	20.41%	14.04%	28.96%	12.23%	27.80%	4.77%	17.57%
Mel Kahele	13	58	47	83	58	142	39	20	30	12	36	63	39	16	76
	1.89%	6.35%	2.64%	7.73%	3.07%	15.46%	1.20%	1.04%	1.93%	1.81%	2.17%	1.60%	2.60%	2.72%	16.48%
Lanita Miller	16	54	46	79	71	132	44	19	38	18	42	64	38	15	85
	2.33%	5.92%	2.59%	7.36%	3.76%	14.37%	1.35%	0.99%	2.44%	2.71%	2.53%	1.63%	2.53%	2.55%	18.43%
Maria Perez	18	65	58	80	83	33	49	24	37	15	49	81	44	19	86
	2.62%	7.12%	3.26%	7.45%	4.39%	3.59%	1.51%	1.25%	2.38%	2.26%	2.96%	2.06%	2.93%	3.23%	18.65%
AT-LARGE V.P.															
*Randy Cammack	32	155	256	48	168	61	634	516	276	145	197	925	183	167	21
	2.48%	10.04%	8.09%	2.52%	4.85%	4.16%	11.23%	15.91%	10.18%	12.75%	6.50%	13.76%	6.74%	17.30%	2.91%
*Chester Glanton	31	150	248	42	154	64	621	517	273	147	190	907	173	158	23
	2.40%	9.72%	7.84%	2.21%	4.45%	4.37%	11.00%	15.94%	10.07%	12.92%	6.27%	13.49%	6.37%	16.37%	3.19%
*Tom O'Donnell	38	158	260	49	182	71	656	522	297	148	203	947	193	167	30
	2.95%	10.23%	8.22%	2.58%	5.26%	4.85%	11.62%	16.10%	10.95%	13.01%	6.70%	14.09%	7.11%	17.30%	4.16%
*Fred Gegare	32	154	247	46	161	59	627	514	265	143	192	905	184	156	22
	2.48%	9.98%	7.80%	2.42%	4.65%	4.03%	11.11%	15.85%	9.77%	12.57%	6.34%	13.46%	6.78%	16.16%	3.05%
*Ralph Taurone	33	151	257	46	154	61	626	523	270	146	198	911	187	160	21
	2.56%	9.78%	8.12%	2.42%	4.45%	4.16%	11.09%	16.13%	9.95%	12.84%	6.54%	13.55%	6.89%	16.58%	2.91%
Willie Smith	260	134	421	338	570	146	555	138	300	86	460	444	403	25	69
	20.20%	8.68%	13.31%	17.80%	16.47%	9.97%	9.83%	4.25%	11.06%	7.56%	15.19%	6.60%	14.85%	2.59%	9.58%
Doug Webber	263	129	413	333	569	153	558	139	289	87	460	451	399	19	70
	20.43%	8.36%	13.05%	17.54%	16.44%	10.45%	9.89%	4.28%	10.66%	7.65%	15.19%	6.71%	14.70%	1.96%	9.72%
Diana Kilmury	265	143	419	338	594	258	567	139	300	90	472	467	411	26	76
	20.59%	9.26%	13.24%	17.80%	17.16%	17.63%	10.04%	4.28%	11.06%	7.91%	15.59%	6.94%	15.14%	2.69%	10.55%
John Riojas	258	130	412	326	561	236	551	138	280	83	457	430	399	19	52
	20.04%	8.42%	13.02%	17.17%	16.21%	16.13%	9.76%	4.25%	10.32%	7.29%	15.09%	6.39%	14.70%	1.96%	7.22%
Jack Cox	15	52	50	86	79	139	44	20	34	10	38	72	45	16	86
	1.16%	3.37%	1.58%	4.53%	2.28%	9.50%	0.77%	0.61%	1.25%	0.87%	1.25%	1.07%	1.65%	1.65%	11.94%
Sergio Lopez	12	59	42	74	62	125	44	22	23	12	35	60	33	18	80
	0.93%	3.82%	1.32%	3.89%	1.79%	8.54%	0.77%	0.67%	0.84%	1.05%	1.15%	0.89%	1.21%	1.86%	11.11%
John Green	14	58	51	77	66	29	38	19	35	13	35	70	35	16	81
	1.08%	3.75%	1.61%	4.05%	1.90%	1.98%	0.67%	0.58%	1.29%	1.14%	1.15%	1.04%	1.29%	1.65%	11.25%
Bill Bounds	13	49	42	77	65	23	39	18	22	12	36	68	34	13	80
	1.01%	3.17%	1.32%	4.05%	1.87%	1.57%	0.69%	0.55%	0.81%	1.05%	1.18%	1.01%	1.25%	1.34%	11.11%
Robert Spearman	12	11	28	11	51	22	45	8	29	10	30	42	22	4	6
	0.93%	0.71%	0.88%	0.57%	1.47%	1.50%	0.79%	0.24%	1.06%	0.87%	0.99%	0.62%	0.81%	0.41%	0.83%
C. Sam Theodis	9	10	17	7	24	16	37	9	18	5	24	21	12	1	3
	0.69%	0.64%	0.53%	0.36%	0.69%	1.09%	0.65%	0.27%	0.66%	0.43%	0.79%	0.31%	0.44%	0.10%	0.41%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	36	152	258	41	158	61	642	520	264	146	192	922	178	162	17
	3.65%	12.34%	10.53%	2.33%	5.78%	6.67%	14.58%	20.27%	12.13%	16.45%	8.21%	17.36%	8.56%	20.63%	2.38%
*Dan DeSanti	30	155	255	39	157	61	624	527	264	143	193	918	166	157	14
	3.04%	12.59%	10.41%	2.21%	5.75%	6.67%	14.17%	20.54%	12.13%	16.12%	8.26%	17.28%	7.98%	20.00%	1.96%
*John Murphy	32	155	256	47	162	73	654	522	279	146	193	945	176	160	20
	3.24%	12.59%	10.45%	2.67%	5.93%	7.98%	14.85%	20.35%	12.82%	16.45%	8.26%	17.79%	8.46%	20.38%	2.80%
*Richard Volpe	31	147	256	48	155	58	625	517	260	143	190	916	182	161	17
	3.14%	11.94%	10.45%	2.73%	5.67%	6.34%	14.19%	20.15%	11.94%	16.12%	8.13%	17.25%	8.75%	20.50%	2.38%
Rick Dade	263	128	410	315	548	128	565	130	288	84	462	448	398	24	48
	26.67%	10.39%	16.74%	17.91%	20.08%	14.00%	12.83%	5.06%	13.23%	9.47%	19.77%	8.43%	19.15%	3.05%	6.73%
Eddie Kornegay	261	133	404	325	534	123	558	132	277	84	459	448	390	16	46
	26.47%	10.80%	16.50%	18.48%	19.56%	13.45%	12.67%	5.14%	12.72%	9.47%	19.64%	8.43%	18.76%	2.03%	6.45%

Eastern Region

Local Union	687	693	697	701	707	723	730	747	764	771	773	776	791	802	803
Ballots Counted	230	362	188	442	1517	99	498	312	376	1154	1180	2226	197	488	196
GENERAL PRESIDENT															
*Jim Hoffa	118	263	148	405	854	55	294	79	160	255	530	1328	117	326	150
	51.52%	72.85%	78.72%	92.25%	56.59%	58.51%	59.39%	25.40%	42.66%	22.11%	45.37%	59.81%	60.30%	67.35%	77.72%
Tom Leedham	98	88	38	24	637	23	190	185	174	813	561	787	59	142	35
	42.79%	24.37%	20.21%	5.46%	42.21%	24.46%	38.38%	59.48%	46.40%	70.51%	48.03%	35.45%	30.41%	29.33%	18.13%
John Metz	13	10	2	10	18	16	11	47	41	85	77	105	18	16	8
	5.67%	2.77%	1.06%	2.27%	1.19%	17.02%	2.22%	15.11%	10.93%	7.37%	6.59%	4.72%	9.27%	3.30%	4.14%
GENERAL SEC.-TREAS.															
*Tom Keegel	109	242	136	398	833	49	263	69	148	239	495	1282	102	296	135
	48.47%	70.34%	73.51%	91.70%	55.68%	55.05%	56.43%	22.84%	40.00%	20.96%	42.82%	58.35%	53.40%	63.51%	74.58%
John McCormick	98	85	44	29	625	21	180	181	174	794	552	783	65	139	35
	43.94%	24.70%	23.78%	6.68%	41.77%	23.59%	38.62%	59.93%	47.02%	69.64%	47.75%	35.63%	34.03%	29.82%	19.33%
Tom Sever	15	15	2	6	34	14	17	44	46	100	101	116	18	27	10
	6.72%	4.36%	1.08%	1.38%	2.27%	15.73%	3.64%	14.56%	12.43%	8.77%	8.73%	5.27%	9.42%	5.79%	5.52%
Kenneth Hollowell	1	2	3	1	4	5	6	8	2	7	8	16	6	4	1
	0.44%	0.58%	1.62%	0.23%	0.26%	5.61%	1.28%	2.64%	0.54%	0.61%	0.69%	0.72%	3.14%	0.85%	0.55%
TRUSTEES															
*Jose Cadiz	109	237	135	393	837	55	264	68	142	240	489	1276	105	307	134
	18.66%	25.00%	26.21%	31.06%	21.57%	21.91%	21.58%	9.49%	15.17%	9.01%	16.67%	21.80%	20.54%	24.21%	26.32%
*Ron McClain	113	243	138	396	854	51	277	77	159	258	520	1318	112	298	138
	19.34%	25.63%	26.79%	31.30%	22.01%	20.31%	22.64%	10.75%	16.98%	9.68%	17.73%	22.52%	21.91%	23.50%	27.11%
*John Steger	107	244	139	396	835	49	279	68	149	247	511	1302	109	293	135
	18.32%	25.73%	26.99%	31.30%	21.52%	19.52%	22.81%	9.49%	15.91%	9.27%	17.42%	22.25%	12.33%	23.10%	26.52%
Dave Eckstein	95	86	39	23	619	21	181	175	168	788	558	779	60	142	34
	16.26%	9.07%	7.57%	1.81%	15.95%	8.36%	14.79%	24.44%	17.94%	29.59%	19.03%	13.31%	11.74%	11.19%	6.67%
Kim Shanahan	100	92	43	25	635	20	179	184	184	807	568	796	74	144	38
	17.12%	9.70%	8.34%	1.97%	16.36%	7.96%	14.63%	25.69%	19.65%	30.30%	19.37%	13.60%	14.48%	11.35%	7.46%
Mel Kahele	14	12	6	12	30	14	12	46	39	103	89	117	18	18	9
	2.39%	1.26%	1.16%	0.94%	0.77%	5.57%	0.98%	6.42%	4.16%	3.86%	3.03%	1.99%	3.52%	1.41%	1.76%
Lanita Miller	27	19	7	10	23	17	15	44	49	100	96	134	15	22	10
	4.62%	2.00%	1.35%	0.79%	0.59%	6.77%	1.22%	6.14%	5.23%	3.75%	3.27%	2.29%	2.93%	1.73%	1.96%
Maria Perez	19	15	8	10	47	24	16	54	46	120	101	129	18	44	11
	3.25%	1.58%	1.55%	0.79%	1.21%	9.56%	1.30%	7.54%	4.91%	4.50%	3.44%	2.20%	3.52%	3.47%	2.16%
AT-LARGE V.P.															
*Randy Cammack	111	244	137	391	841	49	272	73	148	245	503	1300	102	300	133
	10.88%	15.16%	15.62%	18.52%	12.33%	12.12%	12.83%	5.71%	9.18%	5.04%	9.80%	12.79%	11.67%	13.89%	15.77%
*Chester Glanton	110	237	139	395	841	49	269	68	144	246	499	1296	106	289	129
	10.78%	14.72%	15.84%	18.71%	12.33%	12.12%	12.69%	5.32%	8.93%	5.06%	9.72%	12.75%	12.12%	13.38%	15.30%
*Tom O'Donnell	118	245	143	401	854	49	277	80	152	252	521	1328	115	302	137
	11.56%	15.22%	16.30%	18.99%	12.52%	12.12%	13.07%	6.26%	9.43%	5.18%	10.15%	13.06%	13.15%	13.98%	16.25%
*Fred Gegare	111	236	135	394	835	47	266	68	143	243	489	1284	103	293	127
	10.88%	14.66%	15.39%	18.66%	12.24%	11.63%	12.55%	5.32%	8.87%	4.99%	9.53%	12.63%	11.78%	13.57%	15.06%
*Ralph Taurone	108	243	135	395	839	48	268	70	145	243	492	1279	104	295	128
	10.58%	15.10%	15.39%	18.71%	12.30%	11.88%	12.64%	5.48%	9.00%	4.99%	9.58%	12.58%	11.89%	13.66%	15.18%
Willie Smith	97	79	42	21	616	20	179	171	172	789	557	772	57	139	35
	9.50%	4.90%	4.78%	0.99%	9.03%	4.95%	8.44%	13.39%	10.67%	16.23%	10.85%	7.59%	6.52%	6.43%	4.15%
Doug Webber	98	88	40	22	612	21	169	181	175	792	564	783	65	136	33
	9.60%	5.46%	4.56%	1.04%	8.97%	5.19%	7.97%	14.17%	10.86%	16.29%	10.99%	7.70%	7.44%	6.29%	3.91%
Diana Kilmury	100	90	41	25	627	24	170	183	176	805	565	803	69	142	40
	9.80%	5.59%	4.67%	1.18%	9.19%	5.94%	8.02%	14.33%	10.92%	16.56%	11.01%	7.90%	7.89%	6.57%	4.74%
John Rlojas	94	78	39	20	607	23	163	168	163	783	536	755	53	147	33
	9.21%	4.84%	4.44%	0.94%	8.90%	5.69%	7.69%	13.15%	10.11%	16.10%	10.44%	7.42%	6.06%	6.80%	3.91%
Jack Cox	14	13	3	13	25	16	17	46	44	100	88	128	21	23	8
	1.37%	0.80%	0.34%	0.61%	0.36%	3.96%	0.80%	3.60%	2.73%	2.05%	1.71%	1.25%	2.40%	1.06%	0.94%
Sergio Lopez	11	14	5	10	30	20	12	42	42	87	81	104	15	41	12
	1.07%	0.87%	0.57%	0.47%	0.43%	4.95%	0.56%	3.28%	2.60%	1.78%	1.57%	1.02%	1.71%	1.89%	1.42%
John Green	22	13	7	11	26	16	14	51	53	111	98	124	21	20	10
	2.15%	0.80%	0.79%	0.52%	0.38%	3.96%	0.66%	3.99%	3.28%	2.28%	1.90%	1.22%	2.40%	0.92%	1.18%
Bill Bounds	16	12	3	10	21	15	12	50	38	91	89	124	20	25	7
	1.56%	0.74%	0.34%	0.47%	0.30%	3.71%	0.56%	3.91%	2.35%	1.87%	1.73%	1.22%	2.28%	1.15%	0.83%
Robert Spearman	8	12	5	2	29	3	22	17	11	53	34	50	14	7	7
	0.78%	0.74%	0.57%	0.09%	0.42%	0.74%	1.03%	1.33%	0.68%	1.08%	0.66%	0.49%	1.60%	0.32%	0.83%
C. Sam Theodis	2	5	3	1	16	4	9	9	5	21	15	33	9	0	4
	0.19%	0.31%	0.34%	0.04%	0.23%	0.99%	0.42%	0.70%	0.31%	0.43%	0.29%	0.32%	1.02%	0.00%	0.47%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	110	240	135	392	845	49	270	69	140	238	496	1284	106	292	131
	13.81%	18.73%	19.42%	23.20%	15.70%	14.93%	16.21%	6.99%	11.13%	6.40%	12.37%	16.15%	15.31%	17.00%	19.52%
*Dan DeSanti	108	241	137	397	847	49	264	67	150	235	494	1297	102	290	130
	13.56%	18.81%	19.71%	23.50%	15.74%	14.93%	15.85%	6.78%	11.93%	6.32%	12.32%	16.31%	14.73%	16.88%	19.37%
*John Murphy	117	250	145	397	851	51	279	79	150	262	521	1318	112	286	140
	14.69%	19.51%	20.86%	23.50%	15.81%	15.54%	16.75%	8.00%	11.93%	7.05%	12.99%	16.58%	16.18%	16.65%	20.86%
*Richard Volpe	109	238	135	395	835	49	263	72	148	240	500	1300	101	315	130
	13.69%	18.57%	19.42%	23.38%	15.52%	14.93%	15.79%	7.29%	11.77%	6.46%	12.47%	16.35%	14.59%	18.34%	19.37%
Rick Dade	98	87	42	21	613	23	173	183	179	794	562	795	65	134	31
	12.31%	6.79%	6.04%	1.24%	11.39%	7.01%	10.39%	18.54%	14.24%	21.37%	14.01%	10.00%	9.39%	7.80%	4.61%
Eddie Kornegay	96	82	36	23	607	20	183	174	165	776	541	764	62	134	37
	12.06%	6.40%	5.17%	1.36%	11.28%	6.09%	10.99%	17.62%	13.12%	20.89%	13.49%	9.61%	8.95%	7.80%	5.51%
Tom Gilmartin	97	86	39	25	623										

Eastern Region

Local Union	804	805	806	807	808	810	812	813	814	815	817	819	822	829	830
Ballots Counted	2351	340	112	673	536	1006	997	1082	344	630	221	168	359	375	949
GENERAL PRESIDENT															
*Jim Hoffa	185	145	73	418	425	647	780	841	309	528	209	109	105	182	570
	7.91%	44.61%	66.36%	62.66%	81.57%	66.15%	78.54%	79.33%	91.15%	85.57%	96.31%	66.87%	29.49%	49.18%	60.38%
Tom Leedham	2096	158	32	215	81	274	183	185	22	67	8	32	231	175	275
	89.68%	48.61%	29.09%	32.23%	15.54%	28.01%	18.42%	17.45%	6.48%	10.85%	3.68%	19.63%	64.88%	47.29%	29.13%
John Metz	56	22	5	34	15	57	30	34	8	22	0	22	20	13	99
	2.39%	6.76%	4.54%	5.09%	2.87%	5.82%	3.02%	3.20%	2.35%	3.56%	0.00%	13.49%	5.61%	3.51%	10.48%
GENERAL SEC.-TREAS.															
*Tom Keegel	165	124	61	391	394	590	726	782	286	486	197	86	99	157	517
	7.18%	40.65%	58.65%	60.15%	78.33%	63.03%	76.26%	76.96%	87.46%	83.07%	97.04%	58.50%	28.12%	44.85%	56.07%
John McCormick	2013	143	32	217	88	265	183	186	23	67	6	32	233	160	275
	87.63%	46.88%	30.76%	33.38%	17.49%	28.31%	19.22%	18.30%	7.03%	1.45%	2.95%	21.76%	66.19%	45.71%	29.82%
Tom Sever	106	32	9	39	14	71	40	37	14	26	0	25	20	32	116
	4.61%	10.49%	8.65%	6.00%	2.78%	7.58%	4.20%	3.64%	4.28%	4.44%	0.00%	17.00%	5.68%	9.14%	12.58%
Kenneth Hollowell	13	6	2	3	7	10	3	11	4	6	0	4	0	1	14
	0.56%	1.96%	1.92%	0.46%	1.39%	1.06%	0.31%	1.08%	1.22%	1.02%	0.00%	2.72%	0.00%	0.28%	1.51%
TRUSTEES															
*Jose Cadiz	179	137	64	398	399	611	736	783	289	494	192	94	98	165	516
	3.68%	17.65%	23.18%	23.03%	28.11%	23.90%	27.50%	27.19%	30.13%	29.24%	32.16%	22.70%	11.75%	18.53%	20.92%
*Ron McClain	174	128	62	395	405	598	738	801	296	492	200	96	101	174	552
	3.58%	16.49%	22.46%	22.85%	28.54%	23.39%	27.57%	27.82%	30.86%	29.12%	33.50%	23.18%	12.11%	19.55%	22.38%
*John Steger	171	121	60	394	394	587	733	792	292	484	195	85	100	162	531
	3.52%	15.59%	21.73%	22.80%	27.76%	22.96%	27.39%	27.50%	30.44%	28.65%	32.66%	20.53%	11.99%	18.20%	21.53%
Dave Eckstein	2003	137	31	204	78	259	179	183	22	58	5	29	231	151	254
	41.23%	17.65%	11.23%	11.80%	5.49%	10.13%	6.68%	6.35%	2.29%	3.43%	0.83%	7.00%	27.69%	16.96%	10.30%
Kim Shanahan	2028	151	33	221	82	272	181	193	25	66	5	33	233	165	277
	41.75%	19.45%	11.95%	12.78%	5.77%	10.64%	6.76%	6.70%	2.60%	3.90%	0.83%	7.97%	27.93%	18.53%	11.23%
Mel Kahele	77	19	7	34	17	57	28	31	10	21	0	18	24	21	111
	1.58%	2.44%	2.53%	1.96%	1.19%	2.23%	1.04%	1.07%	1.04%	1.24%	0.00%	4.34%	2.87%	2.35%	4.50%
Lanita Miller	77	29	8	37	20	71	32	36	11	29	0	24	23	17	107
	1.58%	3.73%	2.89%	2.14%	1.40%	2.77%	1.19%	1.25%	1.14%	1.71%	0.00%	5.79%	2.75%	1.91%	4.33%
Maria Perez	148	54	11	45	24	101	49	60	14	45	0	35	24	35	118
	3.04%	6.95%	3.98%	2.60%	1.69%	3.95%	1.83%	2.08%	1.45%	2.66%	0.00%	8.45%	2.87%	3.93%	4.78%
AT-LARGE V.P.															
*Randy Cammack	169	129	61	395	397	593	736	788	291	499	189	91	99	164	533
	1.81%	9.80%	12.89%	13.24%	16.65%	13.66%	16.26%	16.28%	18.29%	17.67%	18.90%	13.70%	6.53%	10.56%	12.83%
*Chester Glanton	163	123	59	389	391	583	731	775	291	488	191	88	101	163	512
	1.75%	9.35%	12.47%	13.04%	16.40%	13.43%	16.15%	16.01%	18.29%	17.28%	19.10%	13.25%	6.66%	10.49%	12.33%
*Tom O'Donnell	215	133	62	406	405	599	743	803	295	498	218	91	102	181	551
	2.30%	10.11%	13.10%	13.61%	16.98%	13.80%	16.42%	16.59%	18.54%	17.64%	21.80%	13.70%	6.73%	11.65%	13.27%
*Fred Gegare	156	119	62	387	391	576	731	779	287	484	191	83	101	162	510
	1.67%	9.04%	13.10%	12.97%	16.40%	13.27%	16.15%	16.10%	18.03%	17.14%	19.10%	12.50%	6.66%	10.43%	12.28%
*Ralph Taurone	163	124	64	391	400	592	736	788	289	483	190	83	96	158	522
	1.75%	9.42%	13.53%	13.11%	16.77%	13.64%	16.26%	16.28%	18.16%	17.10%	19.00%	12.50%	6.33%	10.17%	12.57%
Willie Smith	2000	146	31	213	78	273	176	178	25	61	4	31	230	148	243
	21.47%	11.10%	6.55%	7.14%	3.27%	6.29%	3.89%	3.67%	1.57%	2.16%	0.40%	4.66%	15.18%	9.52%	5.85%
Doug Webber	1985	129	31	206	82	255	175	176	24	56	4	25	230	154	256
	21.31%	9.80%	6.55%	6.90%	3.43%	5.87%	3.86%	3.63%	1.50%	1.98%	0.40%	3.76%	15.18%	9.91%	6.16%
Diana Kilmury	2012	142	32	212	80	278	178	190	28	71	6	30	229	161	268
	21.60%	10.79%	6.76%	7.10%	3.35%	6.40%	3.93%	3.92%	1.75%	2.51%	0.60%	4.51%	15.11%	10.36%	6.45%
John Riojas	1991	139	30	211	78	275	173	179	19	63	3	29	225	137	233
	21.37%	10.57%	6.34%	7.07%	3.27%	6.33%	3.82%	3.69%	1.19%	2.23%	0.30%	4.36%	14.85%	8.82%	5.61%
Jack Cox	79	26	9	39	20	63	31	37	9	21	1	23	21	27	139
	0.84%	1.97%	1.90%	1.30%	0.83%	1.45%	0.68%	0.76%	0.56%	0.74%	0.10%	3.46%	1.38%	1.73%	3.34%
Sergio Lopez	101	40	10	44	18	95	40	51	8	35	0	35	19	21	104
	1.08%	3.04%	2.11%	1.47%	0.75%	2.18%	0.88%	1.05%	0.50%	1.23%	0.00%	5.27%	1.25%	1.35%	2.50%
John Green	72	18	9	35	18	62	29	37	7	27	1	22	21	22	122
	0.77%	1.36%	1.90%	1.17%	0.75%	1.42%	0.64%	0.76%	0.43%	0.95%	0.10%	3.31%	1.38%	1.41%	2.93%
Bill Bounds	59	17	5	35	17	54	26	29	10	21	0	22	21	15	114
	0.63%	1.29%	1.05%	1.17%	0.71%	1.24%	0.57%	0.59%	0.62%	0.74%	0.00%	3.31%	1.38%	0.96%	2.74%
Robert Spearman	107	18	4	9	8	22	10	15	6	11	0	6	14	24	26
	1.14%	1.36%	0.84%	0.30%	0.33%	0.50%	0.22%	0.31%	0.37%	0.38%	0.00%	0.90%	0.92%	1.54%	0.62%
C. Sam Theodis	41	12	4	10	1	19	9	13	2	5	2	5	6	16	19
	0.44%	0.91%	0.84%	0.33%	0.04%	0.43%	0.19%	0.26%	0.12%	0.17%	0.20%	0.75%	0.39%	1.03%	0.45%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	171	142	63	392	401	604	745	793	292	496	184	89	100	157	523
	2.42%	13.53%	16.84%	16.63%	21.06%	17.53%	20.57%	20.51%	23.04%	22.09%	23.14%	16.88%	8.53%	12.84%	15.91%
*Dan DeSanti	166	130	65	391	397	592	740	797	294	484	186	85	99	148	511
	2.35%	12.39%	17.37%	16.59%	20.85%	17.18%	20.43%	20.61%	23.20%	21.55%	23.39%	16.12%	8.45%	12.11%	15.55%
*John Murphy	173	127	65	404	403	606	747	798	293	492	188	96	103	176	536
	2.45%	12.10%	17.37%	17.14%	21.16%	17.59%	20.62%	20.64%	23.12%	21.91%	23.64%	18.21%	8.79%	14.40%	16.31%
*Richard Volpe	170	133	63	396	398	584	738	798	293	489	207	84	97	155	509
	2.40%	12.67%	16.84%	16.80%	20.90%	16.95%	20.38%	20.64%	23.12%	21.78%	26.03%	15.93%	8.28%	12.68%	15.48%
Rick Dade	1993	136	31	213	79	262	178	176	23	63	4	28	231	139	237
	28.22%	12.96%	8.28%	9.04%	4.14%	7.60%	4.91%	4.55%	1.81%	2.80%	0.50%	5.31%	19.72%	11.37%	7.21%
Eddie Kornegay	1982	137	28	214	79	262	171	172	21	57	4	31	230	134	238
	28.08%	13.06%	7.40%	9.08%	4.14%	7.60%	4.72%	4.44%	1.65%	2.53%	0.50%	5.88%	19.6		

Eastern Region

Local Union	831	832	837	840	843	851	854	858	863	866	872	877	888	901	917
Ballots Counted	1841	40	359	187	112	315	279	183	1223	177	304	247	59	353	587
GENERAL PRESIDENT															
*Jim Hoffa	1622	20	285	128	95	246	220	129	978	128	191	142	42	314	391
	88.97%	51.28%	80.73%	69.18%	84.82%	78.34%	82.39%	72.06%	80.82%	73.56%	62.82%	57.72%	73.68%	90.48%	68.11%
Tom Leedham	174	17	45	48	16	63	37	40	204	34	90	85	12	22	124
	9.54%	43.58%	12.74%	25.94%	14.28%	20.06%	13.85%	22.34%	16.85%	19.54%	29.60%	34.55%	21.05%	6.34%	21.60%
John Metz	27	2	23	9	1	5	10	10	28	12	23	19	3	11	59
	1.48%	5.12%	6.51%	4.86%	0.89%	1.59%	3.74%	5.58%	2.31%	6.89%	7.56%	7.72%	5.26%	3.17%	10.27%
GENERAL SEC.-TREAS.															
*Tom Keegel	1504	18	251	113	90	234	191	113	912	118	181	136	39	258	357
	85.21%	50.00%	75.60%	64.57%	81.81%	76.72%	77.01%	64.94%	78.01%	71.51%	60.13%	55.73%	72.22%	83.49%	64.67%
John McCormick	182	16	44	48	17	63	40	49	215	34	93	80	12	29	123
	10.31%	44.44%	13.25%	27.42%	15.45%	20.65%	16.12%	28.16%	18.39%	20.60%	30.89%	32.78%	22.22%	9.38%	22.28%
Tom Sever	55	2	25	9	2	6	11	11	35	13	26	22	2	15	66
	3.11%	5.55%	7.53%	5.14%	1.81%	1.96%	4.43%	6.32%	2.99%	7.87%	8.63%	9.01%	3.70%	4.85%	11.95%
Kenneth Hollowell	24	0	12	5	1	2	6	1	7	0	1	6	1	7	6
	1.35%	0.00%	3.61%	2.85%	0.90%	0.65%	2.41%	0.57%	0.59%	0.00%	0.33%	2.45%	1.85%	2.26%	1.08%
TRUSTEES															
*Jose Cadiz	1539	16	253	118	91	237	203	100	920	115	180	135	41	306	365
	30.18%	16.66%	27.29%	24.68%	28.98%	27.71%	29.08%	20.74%	27.97%	25.21%	21.89%	20.54%	25.46%	33.22%	23.62%
*Ron McClain	1541	19	256	114	94	239	195	114	934	118	188	138	43	259	364
	30.22%	19.79%	27.61%	23.84%	29.93%	27.95%	27.93%	23.65%	28.39%	25.87%	22.87%	21.00%	26.70%	28.12%	23.55%
*John Steger	1527	19	246	114	91	236	192	114	916	115	186	141	42	256	358
	29.94%	19.79%	26.53%	23.84%	28.98%	27.60%	27.50%	23.65%	27.85%	25.21%	22.62%	21.46%	26.08%	27.79%	23.17%
Dave Eckstein	195	17	41	47	18	61	33	59	190	32	91	79	11	21	122
	3.82%	17.70%	4.42%	9.83%	5.09%	7.13%	4.72%	12.24%	5.77%	7.01%	11.07%	12.02%	6.83%	2.28%	7.89%
Kim Shanahan	178	19	51	48	16	62	39	51	219	36	93	88	15	23	129
	3.49%	19.79%	5.50%	10.04%	5.09%	7.25%	5.58%	10.58%	6.65%	7.89%	11.31%	13.39%	9.31%	2.49%	8.34%
Mel Kahele	30	1	24	7	1	5	7	9	28	11	30	22	3	11	57
	0.58%	1.04%	2.58%	1.46%	0.31%	0.58%	1.00%	1.86%	0.85%	2.41%	3.64%	3.34%	1.86%	1.19%	3.68%
Lanila Miller	36	2	23	16	3	7	10	17	32	15	23	24	1	15	66
	0.70%	2.08%	2.48%	3.34%	0.95%	0.81%	1.43%	3.52%	0.97%	3.28%	2.79%	3.65%	0.62%	1.62%	4.27%
Maria Perez	53	3	33	14	2	8	19	18	50	14	31	30	5	30	84
	1.03%	3.12%	3.55%	2.92%	0.63%	0.93%	2.72%	3.73%	1.52%	3.07%	3.77%	4.56%	3.10%	3.25%	5.43%
AT-LARGE V.P.															
*Randy Cammack	1522	19	249	116	90	236	195	102	925	115	188	139	43	272	365
	17.76%	11.44%	16.09%	14.35%	17.01%	16.06%	17.04%	12.81%	16.60%	14.95%	13.55%	12.44%	15.80%	18.13%	14.16%
*Chester Glanton	1520	17	254	114	91	236	191	96	905	114	182	135	40	260	358
	17.74%	10.24%	16.41%	14.10%	17.20%	16.06%	16.69%	12.06%	16.24%	14.82%	13.12%	12.08%	14.70%	17.33%	13.89%
*Tom O'Donnell	1566	20	256	116	92	240	195	121	932	116	190	141	42	268	362
	18.28%	12.04%	16.54%	14.35%	17.39%	16.33%	17.04%	15.20%	16.72%	15.08%	13.69%	12.62%	15.44%	17.85%	14.05%
*Fred Gegare	1510	17	247	116	91	235	187	97	908	115	180	135	40	258	356
	17.62%	10.24%	15.96%	14.35%	17.20%	15.99%	16.34%	12.18%	16.29%	14.95%	12.97%	12.08%	14.70%	17.20%	13.81%
*Ralph Taurone	1522	18	252	116	91	234	188	101	921	115	179	139	40	262	359
	17.76%	10.84%	16.28%	14.35%	17.20%	15.92%	16.43%	12.68%	16.53%	14.95%	12.90%	12.44%	14.70%	17.46%	13.93%
Willie Smith	179	18	42	49	17	60	35	45	198	33	86	81	12	31	121
	2.08%	10.84%	2.71%	6.06%	3.21%	4.08%	3.05%	5.65%	3.55%	4.29%	6.20%	7.25%	4.41%	2.06%	4.69%
Doug Webber	170	17	39	43	14	59	33	41	196	36	89	77	10	22	120
	1.98%	10.24%	2.52%	5.32%	2.64%	4.01%	2.88%	5.15%	3.51%	4.68%	6.41%	6.89%	3.67%	1.46%	4.65%
Diana Kilmury	174	18	47	47	18	68	39	63	215	35	92	86	15	27	125
	2.03%	10.84%	3.03%	5.81%	3.40%	4.49%	3.40%	7.91%	3.85%	4.55%	6.63%	7.69%	5.51%	1.80%	4.85%
John Riojas	180	15	41	48	15	61	35	56	199	34	84	78	11	33	124
	2.10%	9.03%	2.65%	5.94%	2.83%	4.15%	3.05%	7.03%	3.57%	4.42%	6.05%	6.98%	4.04%	2.20%	4.81%
Jack Cox	56	2	28	6	2	6	7	14	37	13	32	22	2	7	65
	0.65%	1.20%	1.80%	0.74%	0.37%	0.40%	0.61%	1.75%	0.66%	1.69%	2.30%	1.96%	0.73%	0.48%	2.52%
Sergio Lopez	74	1	24	12	1	10	16	18	42	14	25	25	2	35	74
	0.86%	0.60%	1.55%	1.48%	0.18%	0.68%	1.39%	2.26%	0.75%	1.82%	1.80%	2.23%	0.73%	2.33%	2.87%
John Green	29	1	27	7	2	6	9	13	33	12	25	24	4	11	65
	0.33%	0.60%	1.74%	0.86%	0.37%	0.40%	0.78%	1.63%	0.59%	1.56%	1.80%	2.14%	1.47%	0.73%	2.52%
Bill Bounds	30	1	21	7	1	5	6	11	28	12	25	21	3	10	57
	0.35%	0.60%	1.35%	0.86%	0.18%	0.34%	0.52%	1.38%	0.50%	1.56%	1.80%	1.88%	1.10%	0.66%	2.21%
Robert Spearman	20	1	14	9	1	7	7	4	23	3	5	8	6	3	17
	0.23%	0.60%	0.90%	1.11%	0.18%	0.47%	0.61%	0.50%	0.41%	0.39%	0.36%	0.71%	2.20%	0.20%	0.65%
C. Sam Theodis	14	1	6	2	3	8	1	14	9	2	5	6	2	1	8
	0.16%	0.60%	0.38%	0.24%	0.56%	0.54%	0.08%	1.75%	0.16%	0.26%	0.36%	0.53%	0.73%	0.06%	0.31%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	1534	19	251	119	91	237	199	102	925	119	182	137	42	273	366
	22.33%	14.84%	20.24%	18.44%	21.36%	20.43%	21.56%	15.71%	20.90%	19.44%	16.60%	15.60%	20.00%	22.67%	17.89%
*Dan DeSanti	1547	18	249	116	91	234	192	98	940	115	182	138	39	256	364
	22.52%	14.06%	20.08%	17.98%	21.36%	20.17%	20.80%	15.10%	21.24%	18.79%	16.60%	15.71%	18.57%	21.26%	17.79%
*John Murphy	1544	20	257	115	95	238	195	108	921	119	188	140	42	274	364
	22.48%	15.62%	20.72%	17.82%	22.30%	20.51%	21.12%	16.64%	20.81%	19.44%	17.15%	15.94%	20.00%	22.75%	17.79%
*Richard Volpe	1560	19	250	117	89	235	190	115	918	115	184	142	40	260	362
	22.71%	14.84%	20.16%	18.13%	20.89%	20.25%	20.58%	17.71%	20.75%	18.79%	16.78%	16.17%	19.04%	21.59%	17.70%
Rick Dade	168	16	41	47	14	58	34	45	199	33	94	79	15	25	113
	2.44%	12.50%	3.30%	7.28%	3.28%	5.00%	3.68%	6.93%	4.49%	5.39%	8.57%	8.99%	7.14%	2.07%	5.52%
Eddie Kornegay	170	14	41	51	15	62	37	48	193	33	86	79	10	29	118
	2.47%	10.93%	3.30%	7.90%	3.52%	5.34%	4.00%	7.39%	4.36%	5.39%	7.84%	8.99%	4.76%	2.40%	5.77%
Tom Gilmartin	167	15	41	48	19	61	31	46	203	34	88	78	11	24	117
	2.43%	11.71%	3.30%	7.44%	4.46%	5.25%	3.35%	7.08%	4.58%	5.55%	8.02%	8.88%	5.23%	1.99%	5.72%
John Morris	34	3	43	13	7	12	13	17	39	13	33	27	4	21	80
	0.49%	2.34%	3.46%	2.01%	1.64%	1.03%	1.40%	2.61%	0.88%	2.12%	3.01%	3.07%	1.90%	1.74%	3.91%
Joe Padellaro	68	2	25	7	1	10	12	25	36	16	24	21	2	17	67
	0.99%	1.56%	2.01%	1.08%	0.23%	0.86%	1.30%	3.85%	0.81%	2.61%	2.18%	2.39%	0.95%	1.41%	3.27%
Patrick DeFelice	30	2	26	7	2	8	9	25	30	12	27	24	1	17	69
	0.43%	1.56%	2.09%	1.08%	0.46%	0.68%	0.97%	3.85%	0.67%	1.96%	2.46%	2.73%	0.47%	1.41%	3.37%
George W. Cashman	46	0	16	5	2	5	11	20	20	3	8	13	4	8	25
	0.66%	0.00%	1.29%	0.77%	0.46%	0.43%	1.19%	3.08%	0.45%	0.49%	0.72%	1.48%	1.90%	0.66%	1.22%

* Elected.

Eastern Region

Local Union	918	922	926	929	945	966	992	1035	1040	1100	1149	1150	1205	1414	Total
Ballots Counted	151	138	515	411	359	398	543	220	29	43	260	1475	271	253	117,549
GENERAL PRESIDENT															
*Jim Hoffa	103	70	385	306	238	110	219	65	14	37	115	986	50	82	65,196
	69.59%	52.23%	74.75%	76.30%	63.39%	28.06%	40.40%	29.81%	48.27%	86.04%	44.57%	67.07%	18.51%	34.59%	59.92%
Tom Leedham	37	57	111	64	74	260	294	147	14	5	134	430	190	107	43,611
	25.00%	42.53%	21.55%	15.96%	21.26%	66.32%	54.24%	67.43%	48.27%	11.62%	51.93%	29.25%	70.37%	45.14%	40.08%
John Metz	8	7	19	31	36	22	29	6	1	1	9	54	30	48	7,192
	5.40%	5.22%	3.68%	7.73%	10.34%	5.61%	5.35%	2.75%	3.44%	2.32%	3.48%	3.67%	11.11%	20.25%	6.61%
GENERAL SEC.-TREAS.															
*Tom Keegel	86	62	364	267	221	98	211	57	14	37	108	953	42	65	59,951
	65.15%	48.43%	73.23%	72.95%	65.19%	25.85%	39.43%	26.63%	48.27%	86.04%	42.02%	65.90%	16.09%	29.95%	53.94%
John McCormick	28	55	104	67	79	255	290	149	9	5	135	429	188	100	42,217
	21.21%	42.96%	20.92%	18.30%	23.30%	67.28%	54.20%	69.62%	31.03%	11.62%	52.52%	29.66%	72.03%	46.08%	37.98%
Tom Sever	17	10	25	28	35	22	30	6	5	1	13	57	29	52	8,981
	12.87%	7.81%	5.03%	7.65%	10.32%	5.80%	5.60%	2.80%	17.24%	2.32%	5.05%	3.94%	11.11%	23.96%	8.08%
Kenneth Hollowell	1	1	4	4	4	4	4	2	1	0	1	7	2	0	1,071
	0.75%	0.78%	0.80%	1.09%	1.17%	1.05%	0.74%	0.93%	3.44%	0.00%	0.38%	0.48%	0.76%	0.00%	0.96%
TRUSTEES															
*Jose Cadiz	92	61	363	268	215	102	212	56	15	36	104	965	44	62	60,433
	25.34%	18.76%	26.17%	25.74%	23.36%	11.59%	16.04%	11.40%	20.27%	29.50%	16.32%	24.57%	7.33%	11.19%	21.90%
*Ron McClain	83	62	375	279	221	98	212	56	17	37	108	964	44	80	61,864
	22.86%	19.07%	27.03%	26.80%	24.02%	11.13%	16.04%	11.40%	22.97%	30.32%	16.95%	24.55%	7.33%	14.44%	22.42%
*John Steger	85	64	363	265	215	99	213	58	14	37	110	967	44	67	60,830
	23.41%	19.69%	26.17%	25.45%	23.36%	11.25%	16.12%	11.81%	18.91%	30.32%	17.26%	24.63%	7.33%	12.09%	22.05%
Dave Eckstein	33	54	104	56	70	252	292	141	10	5	135	422	177	96	41,426
	9.09%	16.61%	7.49%	5.37%	7.60%	28.63%	22.10%	28.71%	13.51%	4.09%	21.19%	10.74%	29.50%	17.32%	15.01%
Kim Shanahan	25	60	106	72	79	250	298	149	10	6	141	436	181	98	43,209
	6.88%	18.46%	7.64%	6.91%	8.58%	28.40%	22.55%	30.34%	13.51%	4.91%	22.13%	11.10%	30.16%	17.68%	15.66%
Mel Kahele	7	7	24	28	37	21	27	6	3	0	11	55	29	52	8,137
	1.92%	2.15%	1.73%	2.68%	4.02%	2.38%	2.04%	1.22%	4.05%	0.00%	1.72%	1.40%	4.83%	9.38%	2.95%
Lanita Miller	14	7	26	36	38	23	34	9	1	0	10	52	38	45	8,735
	3.85%	2.15%	1.87%	3.45%	4.13%	2.61%	2.57%	1.83%	1.35%	0.00%	1.56%	1.32%	6.33%	8.12%	7.86%
Maria Perez	24	10	26	37	45	35	33	16	4	1	18	65	43	54	10,093
	6.61%	3.07%	1.87%	3.55%	4.89%	3.97%	2.49%	3.25%	5.40%	0.81%	2.82%	1.65%	7.16%	9.74%	9.08%
AT-LARGE V.P.															
*Randy Cammack	87	61	369	265	217	102	214	57	15	37	109	964	45	66	60,869
	14.40%	10.62%	15.66%	15.40%	14.10%	6.34%	9.04%	6.33%	12.39%	17.96%	9.52%	14.23%	4.09%	7.33%	12.54%
*Chester Ganton	82	63	364	261	219	98	209	57	14	37	103	961	40	62	59,849
	13.57%	10.97%	15.44%	15.17%	14.23%	6.09%	8.82%	6.33%	11.57%	17.96%	9.00%	14.19%	3.63%	6.88%	12.33%
*Tom O'Donnell	92	63	372	274	225	101	213	62	16	37	114	964	53	72	62,546
	15.23%	10.97%	15.78%	15.93%	14.61%	6.28%	8.99%	6.88%	13.22%	17.96%	9.96%	14.23%	4.82%	8.00%	12.88%
*Fred Gegare	81	61	360	261	218	97	212	56	13	37	102	961	44	67	59,649
	13.41%	10.62%	15.28%	15.17%	14.16%	6.03%	8.95%	6.22%	10.74%	17.96%	8.91%	14.19%	4.00%	7.44%	12.29%
*Ralph Taurone	81	61	364	264	217	99	213	60	13	38	110	965	44	70	60,133
	13.41%	10.62%	15.44%	15.34%	14.10%	6.16%	8.99%	6.66%	10.74%	18.44%	9.61%	14.25%	4.00%	7.77%	12.39%
Willie Smith	34	56	99	60	71	253	290	142	10	5	136	427	182	88	41,040
	5.62%	9.75%	4.20%	3.48%	4.61%	15.74%	12.25%	15.77%	8.26%	2.42%	11.88%	6.30%	16.56%	9.77%	8.45%
Doug Webber	26	53	98	55	69	248	293	139	9	5	137	428	180	86	40,858
	4.30%	9.23%	4.15%	3.19%	4.48%	15.43%	12.37%	15.44%	7.43%	2.42%	11.97%	6.32%	16.37%	9.55%	8.42%
Diana Kilmury	28	57	107	72	72	253	291	148	10	5	138	430	181	95	42,756
	4.63%	9.93%	4.54%	4.18%	4.67%	15.74%	12.29%	16.44%	8.26%	2.42%	12.06%	6.35%	16.46%	10.55%	8.81%
John Riojas	36	53	93	56	64	252	287	137	8	5	132	420	177	85	40,270
	5.96%	9.23%	3.94%	3.25%	4.15%	15.68%	12.12%	15.22%	6.61%	2.42%	11.53%	6.20%	16.10%	9.44%	8.30%
Jack Cox	9	8	30	32	35	22	36	6	3	0	10	57	34	50	8,891
	1.43%	1.39%	1.27%	1.86%	2.27%	1.36%	1.52%	0.66%	2.47%	0.00%	0.87%	0.84%	3.09%	5.55%	1.83%
Sergio Lopez	21	7	20	29	41	26	26	7	3	0	10	50	32	46	8,589
	3.47%	1.21%	0.84%	1.68%	2.66%	1.61%	1.09%	0.77%	2.47%	0.00%	0.87%	0.73%	2.91%	5.11%	1.77%
John Green	8	7	26	41	35	21	34	6	2	0	13	55	28	52	8,266
	1.32%	1.21%	1.10%	2.38%	2.27%	1.30%	1.43%	0.66%	1.65%	0.00%	1.13%	0.81%	2.54%	5.77%	7.44%
Bill Bounds	5	8	27	30	37	20	30	4	2	0	14	50	31	46	7,568
	0.82%	1.39%	1.14%	1.74%	2.40%	1.24%	1.26%	0.44%	1.65%	0.00%	1.22%	0.73%	2.82%	5.11%	6.81%
Robert Spearman	12	11	17	14	13	10	11	14	1	0	10	27	19	8	3,667
	1.98%	1.91%	0.72%	0.81%	0.84%	0.62%	0.46%	1.55%	0.82%	0.00%	0.87%	0.39%	1.72%	0.88%	3.30%
C. Sam Theodis	2	5	10	6	6	5	8	5	2	0	6	12	9	7	2,096
	0.33%	0.87%	0.42%	0.34%	0.38%	0.31%	0.33%	0.55%	1.65%	0.00%	0.52%	0.17%	0.81%	0.77%	1.89%
REGIONAL V.P. - EASTERN															
*Jack Cipriani	84	64	371	269	219	99	212	53	15	36	107	970	45	71	60,625
	17.35%	14.64%	19.96%	19.50%	17.87%	7.74%	11.56%	7.60%	15.46%	22.36%	12.03%	18.21%	5.38%	9.40%	16.13%
*Dan DeSanti	87	58	362	261	217	97	211	54	13	38	112	971	44	66	59,941
	17.97%	13.27%	19.48%	18.92%	17.71%	7.58%	11.51%	7.74%	13.40%	23.60%	12.59%	18.23%	5.26%	8.74%	15.95%
*John Murphy	86	64	373	276	223	106	215	59	14	36	113	969	52	70	61,851
	17.76%	14.64%	20.07%	20.01%	18.20%	8.29%	11.72%	8.46%	14.43%	22.36%	12.71%	18.20%	6.22%	9.27%	16.46%
*Richard Volpe	82	58	370	265	217	98	212	55	14	36	107	968	41	65	59,999
	16.94%	13.27%	19.91%	19.21%	17.71%	7.66%	11.56%	7.89%	14.43%	22.36%	12.03%	18.18%	4.90%	8.60%	15.96%
Rick Dade	29	55	100	57	67	251	291	142	10	5	137	425	180	86	40,704
	5.99%	12.58%	5.38%	4.13%	5.46%	19.64%	15.87%	20.37%	10.30%	3.10%	15.41%	7.98%	21.53%	11.39%	10.83%
Eddie Kornegay	29	59	89	59	73	249	289	139	9	5	132	420	177	81	40,007
	5.99%	13.50%	4.79%	4.27%	5.95%	19.48%	15.76%	19.94%	9.27%	3.10%	14.84%	7.88%	21.17%	10.72%	10.64%
Tom Gilmartin	31	52	98	56	71	250	290	145	13	5	139</				

Southern Region

Local Union	5	19	79	119	173	217	258	270	327	373	385	390	402	444	480	512
Ballots Counted	145	338	1089	11	268	166	12	763	550	203	1154	651	211	38	1834	605
GENERAL PRESIDENT																
*Jim Hoffa	79	221	487	11	204	76	7	353	282	70	469	297	78	30	746	113
	54.86%	65.97%	45.30%	100.00%	78.16%	45.78%	63.63%	47.06%	51.36%	34.65%	40.88%	46.11%	37.32%	85.71%	40.80%	18.77%
Tom Leedham	63	96	553	0	48	87	2	380	248	126	620	330	122	3	1043	476
	43.75%	28.65%	51.44%	#DIV/0!	18.39%	52.40%	18.18%	50.66%	45.17%	62.37%	54.05%	51.24%	58.37%	8.57%	57.05%	79.06%
John Metz	2	18	35	0	9	3	2	17	19	6	58	17	9	2	39	13
	1.38%	5.37%	3.25%	0.00%	3.44%	1.80%	18.18%	2.26%	3.46%	2.97%	5.05%	2.63%	4.30%	5.71%	2.13%	2.15%
GENERAL SEC.-TREAS.																
*Tom Keegel	73	198	460	10	190	70	7	328	260	65	436	285	72	26	719	99
	51.40%	60.55%	43.72%	90.90%	77.23%	43.75%	63.63%	44.74%	48.59%	32.99%	38.48%	44.88%	35.29%	78.78%	39.76%	16.69%
John McCormick	61	96	526	0	41	86	2	378	246	125	624	328	119	4	1027	472
	42.95%	29.35%	50.00%	0.00%	16.66%	53.75%	18.18%	51.56%	45.98%	63.45%	55.07%	51.65%	58.33%	12.12%	56.80%	79.59%
Tom Sever	6	28	56	1	13	4	2	23	26	7	69	21	13	3	53	17
	4.22%	8.56%	5.32%	100.00%	5.28%	2.50%	50.00%	3.13%	4.85%	5.30%	6.09%	3.30%	6.37%	9.09%	2.93%	2.86%
Kenneth Hollowell	2	5	10	0	2	0	0	4	3	0	4	1	0	0	9	5
	1.40%	1.52%	0.95%	0.00%	0.81%	0.00%	0.00%	0.54%	0.56%	0.00%	0.35%	0.15%	0.00%	0.00%	0.49%	0.84%
TRUSTEES																
*Jose Cadiz	75	203	462	10	183	67	8	341	257	62	445	287	68	27	716	101
	20.77%	23.44%	17.31%	30.30%	25.92%	17.49%	24.24%	18.33%	18.78%	13.41%	15.88%	18.25%	13.87%	27.00%	16.09%	7.70%
*Ron McClain	78	199	489	11	198	71	7	350	273	68	453	289	78	26	745	103
	21.60%	22.97%	18.32%	33.33%	28.04%	18.53%	21.21%	18.81%	19.95%	14.71%	16.16%	18.38%	15.91%	26.00%	16.74%	7.86%
*John Steger	74	204	476	10	188	70	7	339	262	63	442	280	72	27	734	101
	20.49%	23.55%	17.84%	30.30%	26.62%	18.27%	21.21%	18.22%	19.15%	13.63%	15.77%	17.81%	14.69%	27.00%	16.50%	7.73%
Dave Eckstein	59	92	517	1	37	82	2	370	240	118	609	325	119	5	1028	472
	16.34%	10.62%	19.37%	3.03%	5.24%	21.40%	6.06%	19.89%	17.54%	25.54%	21.73%	20.67%	24.28%	5.00%	23.11%	36.03%
Kim Shanahan	61	99	533	0	49	81	2	379	255	123	620	325	125	5	1042	473
	16.89%	11.43%	19.97%	0.00%	6.94%	21.14%	6.06%	20.37%	18.64%	26.62%	22.12%	20.67%	25.51%	5.00%	23.42%	36.10%
Mel Kahele	5	18	41	0	14	3	2	21	25	10	71	19	7	1	59	16
	1.38%	2.07%	1.53%	0.00%	1.98%	0.78%	6.06%	1.12%	1.82%	2.16%	2.53%	1.20%	1.42%	1.00%	1.32%	1.22%
Lanita Miller	3	22	69	0	17	5	2	27	28	9	75	18	9	4	66	18
	0.83%	2.54%	2.58%	0.00%	2.40%	1.30%	6.06%	1.45%	2.04%	1.94%	2.67%	1.14%	1.83%	4.00%	1.48%	1.37%
Maria Perez	6	29	81	1	20	4	3	33	28	9	87	29	12	5	58	26
	1.66%	3.34%	3.03%	3.03%	2.83%	1.04%	9.09%	1.77%	2.04%	1.94%	3.10%	1.84%	2.44%	5.00%	1.30%	1.98%
AT-LARGE V.P.																
*Randy Cammack	76	198	473	11	186	68	7	347	261	64	447	284	69	25	727	102
	12.04%	13.36%	10.01%	20.00%	16.10%	10.01%	13.72%	10.54%	10.90%	7.54%	8.92%	10.09%	7.80%	15.62%	9.10%	4.13%
*Chester Glanton	75	197	464	10	180	68	7	338	256	64	445	281	70	26	714	98
	11.88%	13.30%	9.82%	18.18%	15.58%	10.01%	13.72%	10.26%	10.69%	7.54%	8.88%	9.98%	7.91%	16.25%	8.93%	3.97%
*Tom O'Donnell	78	209	483	10	191	70	8	344	269	67	456	290	73	27	737	104
	12.36%	14.11%	10.22%	18.18%	16.53%	10.30%	15.68%	10.44%	11.24%	7.90%	9.10%	10.30%	8.25%	16.87%	9.22%	4.21%
*Fred Gegare	75	200	459	10	180	69	7	335	258	64	437	283	71	25	711	99
	11.88%	13.50%	9.71%	18.18%	15.58%	10.16%	13.72%	10.17%	10.78%	7.54%	8.72%	10.06%	8.03%	15.62%	8.90%	4.01%
*Ralph Taurone	74	200	469	11	184	68	7	337	255	64	444	284	67	28	706	99
	11.72%	13.50%	9.92%	20.00%	15.93%	10.01%	13.72%	10.23%	10.65%	7.54%	8.86%	10.09%	7.57%	17.50%	8.83%	4.01%
Willie Smith	59	84	527	0	43	79	1	365	240	119	611	324	118	5	1022	468
	9.35%	5.67%	11.15%	0.00%	3.72%	11.63%	1.96%	11.08%	10.02%	14.03%	12.19%	11.51%	13.34%	3.12%	12.79%	18.98%
Doug Webber	61	94	520	1	35	80	1	367	252	118	602	327	118	3	1025	472
	9.66%	6.34%	11.00%	1.81%	3.03%	11.78%	1.96%	11.14%	10.53%	13.91%	12.01%	11.62%	13.34%	1.87%	12.83%	19.14%
Diana Kilmury	56	100	538	0	49	80	2	369	245	122	622	325	121	7	1025	464
	8.87%	6.75%	11.38%	0.00%	4.24%	11.78%	3.92%	11.20%	10.23%	14.38%	12.41%	11.55%	13.68%	4.37%	12.83%	18.82%
John Riojas	54	90	511	0	37	76	1	367	232	115	607	323	115	3	999	459
	8.55%	6.07%	10.81%	0.00%	3.20%	11.19%	1.96%	11.14%	9.69%	13.56%	12.11%	11.48%	13.00%	1.87%	12.50%	18.62%
Jack Cox	4	22	50	1	15	4	2	23	23	8	64	17	11	2	57	15
	0.63%	1.48%	1.05%	1.81%	1.29%	0.58%	3.92%	0.69%	0.96%	0.94%	1.27%	0.60%	1.24%	1.25%	0.71%	0.60%
Sergio Lopez	3	21	53	0	15	3	2	20	22	6	71	21	8	4	36	18
	0.47%	1.41%	1.12%	0.00%	1.29%	0.44%	3.92%	0.60%	0.91%	0.70%	1.41%	0.74%	0.90%	2.50%	0.45%	0.73%
John Green	4	23	53	0	11	5	2	25	29	6	73	19	12	2	58	18
	0.63%	1.55%	1.12%	0.00%	0.95%	0.73%	3.92%	0.75%	1.21%	0.70%	1.45%	0.67%	1.35%	1.25%	0.72%	0.73%
Bill Bounds	4	19	57	1	9	3	3	19	26	9	66	18	12	1	55	12
	0.63%	1.28%	1.20%	1.81%	0.77%	0.44%	5.88%	0.57%	1.08%	1.06%	1.31%	0.63%	1.35%	0.62%	0.68%	0.48%
Robert Spearman	7	18	40	0	14	2	1	22	18	16	43	6	9	2	84	28
	1.10%	1.21%	0.84%	0.00%	1.21%	0.29%	1.96%	0.66%	0.75%	1.88%	0.85%	0.21%	1.01%	1.25%	1.05%	1.13%
C Sam Theodis	1	6	28	0	6	4	0	14	7	6	22	11	10	0	31	9
	0.15%	0.40%	0.59%	0.00%	0.51%	0.58%	0.00%	0.42%	0.29%	0.70%	0.43%	0.39%	1.13%	0.00%	0.38%	0.36%
REGIONAL V.P.-SOUTHERN																
J.D. Potter**	77	202	471	10	189	67	7	340	263	65	449	285	70	26	722	102
	27.89%	32.47%	22.76%	45.45%	39.86%	22.18%	38.88%	23.57%	25.36%	17.06%	20.70%	22.90%	17.76%	41.26%	20.34%	8.77%
*Ken Wood	74	208	580	11	201	70	7	345	271	68	457	292	73	28	730	114
	26.81%	33.44%	28.03%	50.00%	41.44%	23.17%	38.88%	23.92%	26.13%	17.84%	21.06%	23.47%	18.52%	44.44%	20.56%	9.80%
Mike McGowan	61	108	490	1	46	88	2	373	236	122	621	331	117	3	1021	461
	22.10%	17.36%	23.68%	4.45%	9.48%	29.13%	11.11%	25.86%	22.75%	32.02%	28.63%	26.60%	29.69%	4.76%	28.76%	39.63%
Doug Mims	62	92	499	0	39	77	2	371	251	119	616	328	121	4	1027	476
	22.46%	14.79%	24.11%	0.00%	8.04%	25.49%	11.11%	25.72%	24.20%	31.23%	28.40%	26.36%	30.71%	6.34%	28.93%	40.92%
Aaron Belk	2	12	29	0	10	0	0	13	16	7	26	8	13	2	49	10
	0.72%	1.92%	1.40%	0.00%	2.06%	0.00%	0.00%	0.90%	1.54%	1.83%	1.19%	0.64%	3.29%	3.17%	1.38%	0.85%

* Elected.

** Disqualified.

Southern Region

Local Union	515	516	519	523	528	549	568	577	612	657	667	728	745	767	769	878
Ballots Counted	230	208	850	282	883	196	384	382	709	834	1435	2574	3612	1007	1088	937
GENERAL PRESIDENT																
*Jim Hoffa	169	65	335	186	515	67	111	211	245	339	587	823	2739	475	508	397
	74.44%	31.55%	39.55%	66.42%	59.26%	34.35%	28.98%	58.44%	34.75%	41.04%	41.13%	32.12%	76.12%	47.45%	47.16%	42.59%
Tom Leedham	54	124	495	77	326	119	257	124	444	435	817	1669	645	476	539	500
	23.78%	60.19%	58.44%	27.50%	37.51%	61.02%	67.10%	34.34%	62.97%	52.66%	57.25%	65.14%	17.92%	47.55%	50.04%	53.64%
John Metz	4	17	17	17	28	9	15	26	16	52	23	70	214	50	30	35
	1.76%	8.25%	2.00%	6.07%	3.22%	4.61%	3.91%	7.20%	2.26%	6.29%	1.61%	2.73%	5.94%	4.99%	2.78%	3.75%
GENERAL SEC.-TREAS.																
*Tom Keegel	163	63	316	180	491	63	106	206	234	311	540	784	2677	453	475	383
	73.42%	31.03%	37.93%	65.12%	57.42%	32.64%	28.04%	57.38%	33.47%	38.30%	38.70%	30.91%	75.13%	45.85%	45.23%	41.67%
John McCormick	54	119	494	75	321	116	252	119	439	443	794	1642	646	473	538	497
	24.32%	58.62%	59.30%	27.17%	37.54%	60.10%	66.66%	33.14%	62.80%	54.55%	56.91%	64.74%	18.13%	47.87%	51.23%	54.08%
Tom Sevar	5	17	22	16	37	11	19	30	25	55	47	94	232	54	31	34
	2.25%	8.37%	2.64%	5.79%	4.32%	5.69%	5.02%	8.35%	3.57%	6.77%	3.36%	3.70%	6.51%	5.46%	2.95%	3.69%
Kenneth Hollowell	0	4	1	5	6	3	1	4	1	3	14	16	8	8	6	5
	0.00%	1.97%	0.12%	1.81%	0.70%	1.55%	0.26%	1.11%	0.14%	0.36%	1.00%	0.63%	0.22%	0.80%	0.57%	0.54%
TRUSTEES																
*Jose Cadiz	166	61	311	177	481	62	108	208	227	323	546	779	2678	456	485	380
	26.99%	12.47%	15.51%	23.91%	21.55%	13.47%	12.17%	21.87%	13.64%	15.88%	15.91%	13.08%	26.66%	18.20%	18.39%	16.65%
*Ron McClain	167	66	323	182	504	71	111	203	239	316	561	812	2683	464	498	404
	27.15%	13.49%	16.11%	24.59%	22.59%	15.43%	12.51%	21.34%	14.36%	15.53%	16.35%	13.61%	26.71%	18.52%	18.77%	17.70%
*John Steger	164	63	318	183	498	63	110	208	232	320	549	792	2677	461	477	392
	26.66%	12.88%	15.86%	24.72%	22.32%	13.69%	12.40%	21.87%	13.94%	15.73%	16.00%	13.27%	26.65%	18.40%	18.05%	17.17%
Dave Eckstein	52	117	491	75	313	113	252	114	431	430	794	1623	636	460	519	492
	8.45%	23.92%	24.50%	10.13%	14.02%	24.56%	28.41%	11.98%	25.90%	21.14%	23.14%	27.21%	6.33%	18.36%	19.64%	21.56%
Kim Shanahan	52	124	499	76	323	114	253	126	447	446	802	1654	656	479	539	490
	8.45%	25.35%	24.90%	10.27%	14.47%	24.78%	28.52%	13.24%	26.86%	21.92%	23.37%	27.73%	6.53%	19.12%	20.40%	21.47%
Mel Kahele	5	23	17	15	34	12	18	24	25	51	50	84	227	57	36	38
	0.81%	4.70%	0.84%	2.02%	1.52%	2.60%	2.02%	2.52%	1.50%	2.50%	1.45%	1.40%	2.26%	2.27%	1.36%	1.66%
Lanita Miller	3	17	22	18	39	15	16	32	32	56	61	109	230	60	39	45
	0.48%	3.47%	1.09%	2.43%	1.74%	3.26%	1.80%	3.36%	1.92%	2.75%	1.77%	1.82%	2.29%	2.39%	1.47%	1.97%
Maria Perez	6	18	23	14	39	10	19	36	31	92	68	111	255	68	50	41
	0.97%	3.68%	1.14%	1.89%	1.74%	2.17%	2.14%	3.78%	1.86%	4.52%	1.98%	1.86%	2.53%	2.71%	1.89%	1.79%
AT-LARGE V.P.																
*Randy Cammack	166	62	310	180	495	67	108	204	237	326	546	784	2687	464	485	391
	15.76%	7.11%	8.54%	14.29%	12.73%	8.01%	6.62%	12.60%	7.87%	9.05%	8.88%	7.20%	15.86%	10.58%	10.34%	9.63%
*Chester Glanton	165	60	307	178	482	63	108	202	230	309	540	776	2672	449	478	378
	15.66%	6.88%	8.46%	14.13%	12.40%	7.53%	6.62%	12.47%	7.64%	8.58%	8.78%	7.13%	15.77%	10.24%	10.20%	9.31%
*Tom O'Donnell	170	65	319	184	500	68	111	209	231	320	563	813	2684	463	492	396
	16.14%	7.46%	8.79%	14.61%	12.86%	8.13%	6.81%	12.90%	7.67%	8.88%	9.16%	7.47%	15.84%	10.56%	10.49%	9.75%
*Fred Gegare	162	59	305	177	480	62	104	200	225	304	542	775	2658	450	477	374
	15.38%	6.77%	8.40%	14.05%	12.34%	7.41%	6.38%	12.35%	7.48%	8.44%	8.82%	7.12%	15.69%	10.26%	10.17%	9.21%
*Ralph Taurone	162	61	308	178	482	62	106	203	226	312	541	782	2670	451	477	376
	15.38%	7.00%	8.48%	14.13%	12.40%	7.41%	6.50%	12.53%	7.51%	8.66%	8.80%	7.18%	15.76%	10.29%	10.17%	9.26%
Willie Smith	51	118	493	72	311	116	249	112	433	434	797	1631	641	460	516	492
	4.84%	13.54%	13.58%	5.71%	8.00%	13.87%	15.28%	6.91%	14.39%	12.05%	12.97%	14.99%	3.78%	10.49%	11.01%	12.12%
Doug Webber	52	120	487	73	318	111	249	107	430	432	784	1623	638	455	521	491
	4.93%	13.77%	13.42%	5.79%	8.18%	13.27%	15.28%	6.60%	14.29%	12.00%	12.76%	14.91%	3.76%	10.38%	11.11%	12.09%
Diana Kilmury	50	119	492	74	318	112	253	123	434	435	789	1619	653	468	525	484
	4.74%	13.66%	13.56%	5.87%	8.18%	13.39%	15.53%	7.59%	14.42%	12.08%	12.84%	14.88%	3.85%	10.68%	11.20%	11.92%
John Riojas	48	116	487	69	300	111	244	116	420	460	774	1581	634	460	513	478
	4.55%	13.31%	13.42%	5.48%	7.71%	13.27%	14.97%	7.16%	13.96%	12.77%	12.59%	14.53%	3.74%	10.49%	10.94%	11.77%
Jack Cox	6	19	25	16	35	12	20	27	31	59	56	95	230	56	32	39
	0.56%	2.18%	0.68%	1.27%	0.90%	1.43%	1.22%	1.66%	1.03%	1.63%	0.91%	0.87%	1.35%	1.27%	0.68%	0.96%
Sergio Lopez	4	16	17	11	28	10	15	36	22	74	40	86	237	56	35	32
	0.37%	1.83%	0.46%	0.87%	0.72%	1.19%	0.92%	2.22%	0.73%	2.05%	0.65%	0.79%	1.39%	1.27%	0.74%	0.78%
John Green	6	19	21	13	31	13	15	29	30	48	50	92	222	49	31	41
	0.56%	2.18%	0.57%	1.03%	0.79%	1.55%	0.92%	1.79%	0.99%	1.33%	0.81%	0.84%	1.31%	1.11%	0.66%	1.01%
Bill Bounds	3	16	19	14	38	13	15	29	24	51	41	85	219	47	32	39
	0.28%	1.83%	0.52%	1.11%	0.97%	1.55%	0.92%	1.79%	0.79%	1.41%	0.66%	0.78%	1.29%	1.07%	0.68%	0.96%
Robert Spearman	4	14	27	13	53	7	25	18	25	25	60	96	48	33	37	29
	0.37%	1.60%	0.74%	1.03%	1.36%	0.83%	1.53%	1.11%	0.83%	0.69%	0.97%	0.88%	0.28%	0.75%	0.78%	0.71%
C Sam Theodis	4	7	11	7	16	9	7	4	10	11	21	41	43	21	35	18
	0.37%	0.80%	0.30%	0.55%	0.41%	1.07%	0.42%	0.24%	0.33%	0.30%	0.34%	0.37%	0.25%	0.47%	0.74%	0.44%
REGIONAL V.P.-SOUTHERN																
J.D. Potter**	167	66	316	184	489	68	108	204	234	316	537	791	2691	459	495	387
	38.04%	17.32%	19.41%	35.11%	29.44%	18.68%	14.79%	30.72%	17.25%	20.47%	19.69%	16.04%	39.90%	24.23%	24.11%	21.80%
*Ken Wood	166	63	316	181	502	65	111	210	238	326	543	822	2677	462	506	391
	37.81%	16.53%	19.41%	34.54%	30.22%	17.85%	15.20%	31.62%	17.55%	21.12%	19.91%	16.67%	39.70%	24.39%	24.64%	22.02%
Mike McGowan	48	126	492	78	326	109	250	123	438	441	775	1640	661	471	524	489
	10.93%	33.07%	30.22%	14.88%	19.62%	29.94%	34.24%	18.52%	32.30%	28.58%	28.42%	33.27%	9.80%	24.86%	25.52%	27.54%
Doug Mims	53	116	491	74	315	111	252	116	429	436	734	1623	658	471	513	478
	12.07%	30.44%	30.15%	14.12%	18.96%	30.49%	34.52%	17.46%	31.63%	28.25%	26.92%	32.92%	9.75%	24.86%	24.98%	26.92%
Aaron Belk	5	10	13	7	29	11	9	11	17	24	137	53	56	31	15	30
	1.13%	2.62%	0.79%	1.33%	1.74%	3.02%	1.23%	1.65%	1.25%	1.55%	5.02%	1.07%	0.83%	1.63%	0.73%	1.69%

* Elected.

** Disqualified.

Southern Region

Local Union	886	891	919	947	968	969	984	988	991	997	1110	1129	1196	Sub Total	Supp Count	Total
Ballots Counted	995	1013	213	76	227	93	218	981	491	308	74	138	298	28,774	656	29,430
GENERAL PRESIDENT																
*Jim Hoffa	593	439	172	70	96	52	140	553	201	248	56	103	264	14,282	452	14,734
	59.83%	43.63%	80.75%	92.10%	44.23%	56.62%	65.42%	56.54%	41.78%	81.31%	76.71%	75.18%	90.10%	50.04%	70.51%	50.49%
Tom Eedham	352	548	36	5	107	37	63	372	265	47	10	29	28	13,197	173	13,370
	35.51%	54.47%	16.90%	6.57%	49.30%	40.21%	29.43%	38.03%	55.09%	15.40%	13.69%	21.26%	9.55%	46.24%	26.99%	45.82%
John Metz	46	19	5	1	14	3	11	53	15	10	7	5	1	1,062	16	1,078
	4.64%	1.88%	2.34%	1.31%	6.45%	3.26%	5.14%	5.41%	3.11%	3.27%	9.58%	3.64%	0.34%	3.72%	2.50%	3.69%
GENERAL SEC.-TREAS.																
*Tom Keegel	577	413	164	64	86	50	125	514	185	229	50	100	246	13,546	425	13,971
	58.63%	42.53%	77.72%	88.88%	41.14%	54.34%	59.52%	53.26%	39.19%	78.42%	69.44%	73.52%	87.85%	48.26%	68.88%	48.71%
John McCormick	341	533	37	6	103	37	62	375	262	48	14	28	29	13,032	168	13,200
	34.65%	54.89%	17.53%	8.33%	49.28%	40.21%	29.52%	38.86%	55.50%	16.43%	19.44%	20.58%	10.35%	46.43%	27.23%	46.02%
Tom Sever	54	23	8	1	15	4	14	64	22	10	8	7	3	1,304	19	1,323
	5.48%	2.36%	3.79%	1.38%	7.17%	4.34%	6.66%	6.63%	4.66%	3.42%	11.11%	5.14%	1.07%	4.65%	3.08%	4.61%
Kenneth Hollowell	12	2	2	1	5	1	9	12	3	5	0	1	2	185	5	190
	1.21%	0.20%	0.94%	1.38%	2.39%	1.08%	4.28%	1.24%	0.63%	1.71%	0.00%	0.73%	0.71%	0.66%	0.81%	0.66%
TRUSTEES																
*Jose Cadiz	577	400	166	65	86	51	124	530	185	231	52	99	246	13,573	423	13,996
	22.16%	16.80%	28.37%	30.66%	16.47%	21.25%	22.26%	21.09%	16.04%	28.00%	25.74%	26.47%	30.11%	19.01%	25.04%	19.15%
*Ron McClain	588	425	163	67	89	52	134	517	194	233	51	102	251	13,906	430	14,336
	22.58%	17.85%	27.86%	31.60%	17.04%	21.66%	24.05%	20.58%	16.82%	28.24%	25.24%	27.27%	30.72%	19.48%	25.46%	19.62%
*John Steger	585	408	160	65	88	52	126	527	188	226	51	98	246	13,676	427	14,103
	22.47%	17.14%	27.35%	30.66%	16.85%	21.66%	22.62%	20.97%	16.30%	27.39%	25.24%	26.20%	30.11%	19.16%	25.28%	19.30%
Dave Eckstein	342	521	34	5	98	36	68	361	254	45	11	28	31	12,822	169	12,991
	13.13%	21.89%	5.81%	2.35%	18.77%	15.00%	12.20%	14.37%	22.02%	5.45%	5.44%	7.48%	3.79%	17.96%	10.01%	17.78%
Kim Shanahan	348	531	39	6	107	36	65	371	267	54	12	27	31	13,146	175	13,321
	13.36%	22.31%	6.66%	2.83%	20.49%	15.00%	11.66%	14.76%	23.15%	6.54%	5.94%	7.21%	3.79%	18.42%	10.36%	18.23%
Mel Kahele	51	26	5	0	12	3	10	59	17	10	8	7	3	1,239	19	1,258
	1.95%	1.09%	0.85%	0.00%	2.29%	1.25%	1.79%	2.34%	1.47%	1.21%	3.96%	1.87%	0.36%	1.74%	1.12%	1.72%
Lanita Miller	48	38	7	1	20	5	13	69	24	14	7	6	6	1,424	22	1,446
	1.84%	1.59%	1.19%	0.47%	3.83%	2.08%	2.33%	2.74%	2.08%	1.69%	3.46%	1.60%	0.73%	1.99%	1.30%	1.98%
Maria Perez	64	31	11	3	22	5	17	78	24	12	10	7	3	1,599	24	1,623
	2.45%	1.30%	1.88%	1.41%	4.21%	2.08%	3.05%	3.10%	2.08%	1.45%	4.95%	1.87%	0.36%	2.24%	1.42%	2.22%
AT-LARGE V.P.																
*Randy Cammack	586	403	161	65	88	51	128	531	190	232	49	100	249	13,690	422	14,112
	12.99%	9.46%	16.46%	18.67%	9.79%	11.97%	13.67%	12.24%	9.16%	16.61%	15.03%	15.74%	18.29%	10.90%	14.54%	10.98%
*Chester Glanton	581	404	161	64	83	52	131	518	187	227	49	101	243	13,491	420	13,911
	12.88%	9.49%	16.46%	18.39%	9.24%	12.20%	13.99%	11.94%	9.02%	16.26%	15.03%	15.90%	17.85%	10.74%	14.47%	10.83%
*Tom O'Donnell	593	415	162	65	91	51	124	529	197	233	54	101	248	13,867	432	14,299
	13.14%	9.75%	16.56%	18.67%	10.13%	11.97%	13.24%	12.19%	9.50%	16.69%	16.56%	15.90%	18.22%	11.04%	14.89%	11.13%
*Fred Gegare	574	401	162	63	81	51	120	509	183	227	49	99	241	13,397	416	13,813
	12.72%	9.42%	16.56%	18.10%	9.02%	11.97%	12.82%	11.73%	8.83%	16.26%	15.03%	15.59%	17.70%	10.67%	14.33%	10.75%
*Ralph Taurone	577	403	160	66	82	50	124	513	186	228	49	100	244	13,476	418	13,894
	12.79%	9.46%	16.35%	18.96%	9.13%	11.73%	13.24%	11.82%	8.97%	16.33%	15.03%	15.74%	17.92%	10.73%	14.40%	10.81%
Willie Smith	332	547	35	5	101	39	64	360	256	46	12	27	31	12,846	169	13,015
	7.36%	12.85%	3.57%	1.43%	11.24%	9.15%	6.83%	8.30%	12.35%	3.29%	3.68%	4.25%	2.27%	10.23%	5.82%	10.13%
Doug Webber	341	504	33	4	96	37	59	358	255	46	10	28	31	12,769	170	12,939
	7.56%	11.84%	3.37%	1.14%	10.69%	8.68%	6.30%	8.25%	12.30%	3.29%	3.06%	4.40%	2.27%	10.17%	5.86%	10.07%
Diana Kilmury	340	508	37	5	95	36	65	367	261	51	12	28	30	12,908	174	13,082
	7.53%	11.93%	3.78%	1.43%	10.57%	8.45%	6.94%	8.46%	12.59%	3.65%	3.68%	4.40%	2.20%	10.28%	6.00%	10.18%
John Riojas	331	493	34	4	96	36	55	359	248	46	11	28	28	12,569	164	12,733
	7.33%	11.58%	3.47%	1.14%	10.69%	8.45%	5.87%	8.27%	11.96%	3.29%	3.37%	4.40%	2.05%	10.01%	5.65%	9.91%
Jack Cox	50	32	5	0	12	6	12	63	23	11	7	5	2	1,304	22	1,326
	1.10%	0.75%	0.51%	0.00%	1.33%	1.40%	1.28%	1.45%	1.11%	0.78%	2.14%	0.78%	0.14%	1.04%	0.76%	1.03%
Sergio Lopez	49	18	6	0	20	3	13	69	14	13	8	6	2	1,243	23	1,266
	1.08%	0.42%	0.61%	0.00%	2.22%	0.70%	1.38%	1.59%	0.67%	0.93%	2.45%	0.94%	0.14%	0.99%	0.79%	0.99%
John Green	50	27	7	2	21	4	13	57	23	12	7	5	3	1,281	23	1,304
	1.10%	0.63%	0.71%	0.57%	2.33%	0.93%	1.38%	1.31%	1.11%	0.85%	2.14%	0.78%	0.22%	1.02%	0.79%	1.01%
Bill Bounds	55	36	6	1	13	3	13	51	22	11	7	5	1	1,223	19	1,242
	1.21%	0.84%	0.61%	0.28%	1.44%	0.70%	1.38%	1.17%	1.06%	0.78%	2.14%	0.78%	0.07%	0.97%	0.65%	0.97%
Robert Spearman	31	47	7	1	14	6	11	33	21	8	2	2	6	1,013	19	1,032
	0.68%	1.10%	0.71%	0.28%	1.55%	1.40%	1.17%	0.76%	1.01%	0.57%	0.61%	0.31%	0.44%	0.81%	0.65%	0.80%
C Sam Theodius	20	18	2	3	5	1	4	20	6	5	0	0	2	506	11	517
	0.44%	0.42%	0.20%	0.86%	0.55%	0.23%	0.42%	0.46%	0.28%	0.35%	0.00%	0.00%	0.14%	0.40%	0.38%	0.40%
REGIONAL V.P.-SOUTHERN																
J.D. Potter**	580	412	165	64	87	53	122	514	193	230	53	99	248	13,677	429	14,106
	30.91%	21.67%	40.64%	45.39%	21.91%	29.60%	31.77%	28.25%	21.06%	40.85%	40.45%	37.64%	44.28%	25.24%	35.08%	25.46%
*Ken Wood	583	414	164	66	93	50	120	535	190	232	53	101	246	13,955	433	14,388
	31.07%	21.77%	40.39%	46.80%	23.42%	27.93%	31.25%	29.41%	20.74%	41.20%	40.45%	38.40%	43.92%	25.76%	35.40%	25.97%
Mike McGowan	339	529	38	6	104	38	56	371	265	49	11	29	33	12,940	163	13,103
	18.07%	27.82%	9.35%	4.25%	26.19%	21.22%	14.58%	20.39%	28.93%	8.70%	8.39%	11.02%	5.89%	23.88%	13.33%	23.65%
Doug Mims	344	525	34	3	101	38	61	359	260	45	13	30	29	12,796	174	12,970
	18.33%	27.61%	8.37%	2.12%	25.44%	21.22%	15.88%	19.73%	28.36%	7.99%	9.92%	11.40%	5.17%	23.62%	14.23%	23.41%
Aaron Belk	30	21	5	2	12	0	25	40	8	7	1	4	4	814	24	838
	1.59%	1.10%	1.23%	1.41%	3.02%	0.00%	6.51%	2.19%	0.87%	1.24%	0.76%	1.52%	0.71%	1.50%	1.96%	1.51%

* Elected.

** Disqualified.

Southern Region Rerun Election

Local Union	5	19	79	119	173	217	258	270	327	373	385	390	402	444	480
Ballots Counted	140	582	807	12	200	103	10	471	364	116	821	576	130	48	1025
REGIONAL V.P.-SOUTHERN															
Doug Mims	47	303	393	2	33	40	1	245	124	59	457	243	53	9	411
Aaron Belk	14	74	82	0	19	8	2	57	49	12	84	23	32	1	113
* Charlie Gardner	79	205	331	10	148	55	7	188	191	45	279	310	45	38	500
	56.42%	35.22%	41.06%	83.33%	74.00%	53.39%	70.00%	35.74%	52.47%	38.79%	34.02%	53.81%	34.61%	79.16%	48.82%
Local Union	512	515	516	519	523	528	549	568	577	612	657	667	728	745	767
Ballots Counted	421	130	119	501	188	635	117	316	290	438	547	1019	1961	3044	593
REGIONAL V.P.-SOUTHERN															
Doug Mims	268	96	47	231	47	297	63	125	50	238	161	241	1016	297	179
Aaron Belk	42	11	21	41	30	87	18	14	19	38	53	389	151	106	51
* Charlie Gardner	111	83	51	228	111	251	36	177	220	162	333	389	794	2639	363
	26.36%	63.84%	42.85%	45.60%	59.04%	39.52%	30.76%	56.01%	76.12%	36.98%	60.87%	38.17%	40.48%	86.75%	61.21%
Local Union	769	878	886	891	919	947	968	969	984	988	991	997	1110	1129	1196
Ballots Counted	848	564	697	690	76	60	195	32	145	752	238	206	65	98	293
REGIONAL V.P.-SOUTHERN															
Doug Mims	316	242	162	241	12	15	55	6	38	189	95	26	12	20	15
Aaron Belk	104	75	86	90	3	5	22	5	54	61	37	15	6	9	26
* Charlie Gardner	427	247	449	359	61	40	118	21	53	502	106	165	47	69	251
	50.41%	43.79%	64.41%	52.02%	80.26%	66.66%	60.51%	65.62%	36.55%	66.75%	44.53%	80.09%	72.30%	70.40%	85.95%
Local Union	Total														
Ballots Counted	20,683														
REGIONAL V.P.-SOUTHERN															
Doug Mims	7,160														
Aaron Belk	2,239														
* Charlie Gardner	11,274														
	54.50%														
* Elected.															

Western Region

Local Union	2	9	13	14	15	17	36	38	58	63	66	70	78	81	85	87
Ballots Counted	527	15	184	515	108	1005	136	405	294	3768	208	1328	1005	622	338	177
GENERAL PRESIDENT																
*Jim Hoffa	268	11	165	334	90	391	84	265	94	2218	85	1000	787	335	156	25
	51.63%	73.33%	92.17%	66.00%	84.90%	39.21%	63.15%	66.41%	32.30%	59.40%	41.06%	76.27%	79.49%	54.11%	46.29%	14.28%
Tom Leedham	197	1	12	131	13	551	41	102	186	1380	114	289	174	250	172	139
	37.95%	6.66%	6.70%	25.88%	12.26%	55.26%	30.82%	25.56%	63.91%	36.95%	55.07%	22.04%	17.57%	40.38%	51.03%	79.42%
John Metz	54	3	2	41	3	55	8	32	11	136	8	22	29	34	9	11
	10.40%	20.00%	1.11%	8.10%	2.83%	5.51%	6.01%	8.02%	3.78%	3.64%	3.86%	1.67%	2.92%	5.49%	2.67%	6.28%
GENERAL SEC.-TREAS.																
*Tom Keegel	244	8	151	298	86	356	83	239	85	2050	78	946	719	306	142	22
	48.70%	53.33%	87.28%	60.44%	84.31%	36.51%	62.40%	61.75%	30.14%	57.19%	38.80%	75.07%	76.73%	50.74%	43.69%	12.94%
John McCormick	195	3	15	138	14	540	42	107	180	1334	109	273	173	254	166	135
	38.92%	20.00%	8.67%	27.99%	13.72%	55.38%	31.57%	27.64%	63.82%	37.22%	54.22%	21.66%	18.46%	42.12%	51.07%	79.41%
Tom Sever	54	3	6	47	2	69	8	32	14	161	13	33	31	37	13	10
	10.77%	20.00%	3.46%	9.53%	1.96%	7.07%	6.01%	8.26%	4.96%	4.49%	6.46%	2.61%	3.30%	6.13%	4.00%	5.88%
Kenneth Hollowell	8	1	1	10	0	10	0	9	3	39	1	8	14	6	4	3
	1.59%	6.66%	0.57%	2.02%	0.00%	1.02%	0.00%	2.32%	1.06%	1.08%	0.49%	0.63%	1.49%	0.99%	1.23%	1.76%
AT-LARGE V.P.																
*Randy Cammack	240	9	149	303	85	362	81	241	84	2392	87	956	725	308	146	23
	10.79%	14.51%	17.86%	13.49%	17.41%	8.48%	13.30%	13.75%	6.98%	14.72%	10.09%	16.16%	16.36%	11.41%	10.19%	3.22%
*Chester Glanton	238	8	148	300	83	354	80	237	85	2024	81	933	712	310	143	25
	10.70%	12.90%	17.74%	13.36%	17.00%	8.29%	13.13%	13.52%	7.06%	12.46%	9.39%	15.77%	16.07%	11.48%	9.98%	3.50%
*Tom O'Donnell	264	10	150	321	86	373	87	251	89	2079	86	956	734	316	148	22
	11.87%	16.12%	17.98%	14.29%	17.62%	8.73%	14.28%	14.32%	7.39%	12.80%	9.97%	16.16%	16.57%	11.70%	10.33%	3.08%
*Fred Gegare	236	8	147	301	83	349	79	233	83	2022	80	936	711	301	143	22
	10.61%	12.90%	17.62%	13.40%	17.00%	8.17%	12.97%	13.29%	6.89%	12.44%	9.28%	15.82%	16.05%	11.15%	9.98%	3.08%
*Ralph Taurone	239	9	155	303	85	371	81	234	86	2055	79	931	708	302	141	24
	10.74%	14.51%	18.58%	13.49%	17.41%	8.69%	13.30%	13.35%	7.14%	12.65%	9.16%	15.73%	15.98%	11.18%	9.84%	3.36%
Willie Smith	186	1	12	128	13	532	40	104	174	1207	103	256	164	242	157	130
	8.36%	1.61%	1.43%	5.70%	2.66%	12.46%	6.56%	5.93%	14.46%	7.43%	11.94%	4.32%	3.70%	8.96%	10.96%	18.20%
Doug Webber	189	1	13	121	14	526	42	99	177	1203	102	250	159	248	155	134
	8.49%	1.61%	1.55%	5.38%	2.86%	12.32%	6.89%	5.65%	14.71%	7.40%	11.83%	4.22%	3.58%	9.18%	10.82%	18.76%
Diana Kilmury	201	2	16	139	13	543	41	114	178	1253	107	269	181	254	163	131
	9.03%	3.22%	1.91%	6.19%	2.66%	12.72%	6.73%	6.50%	14.79%	7.71%	12.41%	4.54%	4.08%	9.41%	11.38%	18.34%
John Riojas	177	2	18	126	13	521	36	92	169	1232	96	256	168	237	166	132
	7.95%	3.22%	2.15%	5.61%	2.66%	12.20%	5.91%	5.25%	14.04%	7.58%	11.13%	4.32%	3.79%	8.78%	11.59%	18.48%
Jack Cox	58	2	5	39	2	69	10	33	13	148	10	32	28	40	17	15
	2.60%	3.22%	0.59%	1.73%	0.40%	1.61%	1.64%	1.88%	1.08%	0.91%	1.16%	0.54%	0.63%	1.48%	1.18%	2.10%
Sergio Lopez	49	4	9	50	3	67	8	26	12	192	6	50	47	40	15	13
	2.20%	6.45%	1.07%	2.22%	0.61%	1.56%	1.31%	1.48%	0.99%	1.18%	0.69%	0.84%	1.06%	1.48%	1.04%	1.82%
John Green	59	2	2	40	3	68	9	36	14	123	9	21	30	37	12	11
	2.65%	3.22%	0.23%	1.78%	0.61%	1.59%	1.47%	2.05%	1.16%	0.75%	1.04%	0.35%	0.67%	1.37%	0.83%	1.54%
Bill Bounds	50	2	2	37	3	61	9	29	13	111	7	22	29	35	11	9
	2.24%	3.22%	0.23%	1.64%	0.61%	1.42%	1.47%	1.65%	1.08%	0.68%	0.81%	0.37%	0.65%	1.29%	0.76%	1.26%
Robert Spearman	25	1	4	24	2	44	5	16	21	131	7	33	25	17	9	14
	1.12%	1.61%	0.47%	1.06%	0.40%	1.03%	0.82%	0.91%	1.74%	0.80%	0.81%	0.55%	0.56%	0.62%	0.62%	1.96%
C. Sam Theodis	13	1	4	13	0	28	1	7	5	69	2	14	8	12	6	9
	0.58%	1.61%	0.47%	0.57%	0.00%	0.65%	0.16%	0.39%	0.41%	0.42%	0.23%	0.23%	0.18%	0.44%	0.41%	1.26%
TRUSTEE																
*Jose Cadiz	236	10	150	308	84	362	83	237	83	2131	83	959	737	304	146	22
	18.13%	25.64%	30.06%	23.12%	29.26%	15.15%	22.99%	22.83%	12.57%	22.65%	16.93%	27.42%	27.93%	19.49%	17.80%	5.83%
*Ron McClain	256	9	155	316	84	364	84	250	93	2106	85	960	732	314	152	24
	19.67%	23.07%	31.06%	23.72%	29.26%	15.23%	23.26%	24.08%	14.09%	22.38%	17.34%	27.45%	27.74%	20.14%	18.53%	6.36%
*John Steger	250	9	147	307	84	364	80	239	85	2069	81	937	721	308	145	22
	19.21%	23.07%	29.45%	23.04%	29.26%	15.23%	22.16%	23.02%	12.87%	21.99%	16.53%	26.79%	27.33%	19.75%	17.68%	5.83%
Dave Eckstain	183	1	11	130	14	523	40	104	176	1261	106	259	160	251	161	134
	14.06%	2.56%	2.20%	9.75%	4.87%	21.89%	11.08%	10.01%	26.66%	13.40%	21.63%	7.40%	6.06%	16.10%	19.63%	35.54%
Kim Shanahan	212	1	20	139	13	554	42	108	181	1287	107	277	176	254	169	139
	16.29%	2.56%	4.00%	10.43%	4.52%	23.18%	11.63%	10.40%	27.42%	13.67%	21.83%	7.92%	6.67%	16.29%	20.60%	36.87%
Mel Kahele	46	2	2	39	3	62	13	26	14	140	7	29	22	38	15	10
	3.53%	5.12%	0.40%	2.92%	1.04%	2.59%	3.60%	2.50%	2.12%	1.48%	1.42%	0.82%	0.83%	2.43%	1.82%	2.65%
Lanita Miller	62	2	4	46	2	74	9	31	14	146	12	22	34	46	13	12
	4.76%	5.12%	0.80%	3.45%	0.69%	3.09%	2.49%	2.98%	2.12%	1.55%	2.44%	0.62%	1.28%	2.95%	1.58%	3.18%
Maria Perez	56	5	10	47	3	86	10	43	14	268	9	54	56	44	19	14
	4.30%	12.82%	2.00%	3.52%	1.04%	3.59%	2.77%	4.14%	2.12%	2.84%	1.83%	1.54%	2.12%	2.82%	2.31%	3.71%
REGIONAL V.P.-WESTERN																
*Chuck Mack	260	10	153	315	89	367	82	248	90	2127	81	1047	770	325	156	25
	18.19%	25.64%	30.41%	22.32%	29.56%	13.01%	21.57%	22.44%	11.08%	20.44%	14.23%	28.09%	27.74%	18.49%	16.36%	5.02%
*Jon Rabine	240	9	146	300	84	351	80	241	84	2029	90	925	710	308	141	23
	16.79%	23.07%	29.02%	21.26%	27.90%	12.45%	21.05%	21.80%	10.34%	19.50%	15.81%	24.81%	25.58%	17.52%	14.79%	4.61%
*Jim Santangelo	240	9	152	311	85	364	83	235	85	2096	79	937	720	305	143	22
	16.79%	23.07%	30.21%	22.04%	28.23%	12.91%	21.84%	21.26%	10.46%	20.15%	13.88%	25.14%	25.94%	17.35%	15.00%	4.41%
Bob Hasegawa	180	1	9	121	12	522	38	102	175	1234	106	245	154	241	161	132
	12.59%	2.56%	1.78%	8.57%	3.98%	18.51%	10.00%	9.23%	21.55%	11.86%	18.62%	6.57%	5.54%	13.71%	16.89%	26.50%
Maria Martinez	199	2	19	138	13	535	38	107	176	1301	99	265	186	250	161	135
	13.92%	5.12%	3.77%													

Western Region

Local Union	94	104	117	137	150	162	166	174	186	190	206	216	222	223	227	228
Ballots Counted	157	1785	1612	400	1455	1442	787	2382	276	321	1067	130	1204	491	305	252
GENERAL PRESIDENT																
*Jim Hoffa	102	717	922	176	546	567	533	721	166	157	138	70	876	192	105	128
	68.00%	40.41%	58.20%	44.00%	37.94%	39.70%	68.59%	30.38%	61.25%	49.06%	12.98%	54.68%	73.06%	39.42%	34.65%	52.03%
Tom Leedham	39	870	574	193	830	826	183	1595	88	130	899	51	264	277	174	98
	26.00%	49.04%	36.23%	48.25%	57.67%	57.84%	23.55%	67.21%	32.47%	40.62%	84.57%	39.84%	22.01%	56.87%	57.42%	39.83%
John Metz	9	187	88	31	63	35	61	57	17	33	26	7	59	18	24	20
	6.00%	10.54%	5.55%	7.75%	4.37%	2.45%	7.85%	2.40%	6.27%	10.31%	2.44%	5.46%	4.92%	3.69%	7.92%	8.13%
GENERAL SEC.-TREAS.																
*Tom Keegel	98	675	840	164	501	524	483	687	153	134	118	61	834	177	97	109
	66.21%	38.83%	54.72%	41.83%	35.81%	37.72%	65.00%	29.54%	58.17%	42.94%	11.45%	50.41%	71.22%	37.73%	32.99%	46.78%
John McCormick	37	850	580	192	811	808	180	1546	86	128	873	49	257	265	166	98
	25.00%	48.90%	37.78%	48.97%	57.96%	58.17%	24.22%	66.49%	32.69%	41.02%	84.75%	40.49%	21.94%	56.50%	56.46%	42.06%
Tom Sever	10	192	91	32	76	46	76	78	22	38	33	9	65	21	28	24
	6.75%	11.04%	5.92%	8.16%	5.43%	3.31%	10.22%	3.35%	8.36%	12.17%	3.20%	7.43%	5.55%	4.47%	9.52%	10.30%
Kenneth Hollowell	3	21	24	4	11	11	4	14	2	12	6	2	15	6	3	2
	2.02%	1.20%	1.56%	1.02%	0.78%	0.79%	0.53%	0.60%	0.76%	3.84%	0.58%	1.65%	1.28%	1.27%	1.02%	0.85%
AT-LARGE V.P.																
*Randy Cammack	96	683	854	174	514	532	488	691	157	137	128	63	840	178	102	114
	14.24%	8.91%	12.36%	10.09%	8.37%	8.76%	14.25%	6.95%	13.08%	10.17%	3.05%	11.25%	15.15%	8.72%	8.09%	10.98%
*Chester Gianton	92	669	841	168	498	525	476	677	153	134	122	61	821	171	98	109
	13.64%	8.73%	12.17%	9.75%	8.11%	8.64%	13.90%	6.81%	12.75%	9.94%	2.91%	10.89%	14.81%	8.38%	7.77%	10.50%
*Tom O'Donnell	97	701	867	169	520	546	503	708	155	152	134	70	849	186	99	118
	14.39%	9.14%	12.55%	9.80%	8.47%	8.99%	14.69%	7.12%	12.91%	11.28%	3.20%	12.50%	15.31%	9.12%	7.85%	11.36%
*Fred Gegare	94	664	837	167	495	527	478	676	146	134	119	58	829	171	93	106
	13.94%	8.66%	12.12%	9.69%	8.06%	8.67%	13.96%	6.80%	12.16%	9.94%	2.84%	10.35%	14.95%	8.38%	7.38%	10.21%
*Ralph Taurone	95	671	836	168	506	529	485	681	150	134	118	61	804	173	94	109
	14.09%	8.75%	12.10%	9.75%	8.24%	8.71%	14.16%	6.85%	12.50%	9.94%	2.81%	10.89%	16.31%	8.48%	7.46%	10.50%
Willie Smith	35	836	555	183	789	796	160	1517	82	111	841	49	254	257	160	84
	5.19%	10.90%	8.03%	10.62%	12.86%	13.10%	4.67%	15.26%	6.83%	8.24%	20.08%	8.75%	4.58%	12.60%	12.69%	8.09%
Doug Webber	34	832	553	187	790	790	165	1518	82	121	842	48	257	260	162	87
	5.04%	10.85%	8.00%	10.85%	12.87%	13.01%	4.82%	15.27%	6.83%	8.98%	20.10%	8.57%	4.63%	12.75%	12.85%	8.38%
Diana Kilmury	37	869	589	188	820	804	174	1516	88	125	868	50	262	270	170	100
	5.48%	11.34%	8.53%	10.91%	13.36%	13.24%	5.08%	15.25%	7.33%	9.27%	20.73%	8.92%	4.72%	13.24%	13.49%	9.63%
John Riojas	36	830	533	182	777	780	166	1486	83	110	837	49	238	250	160	90
	5.34%	10.83%	7.71%	10.56%	12.66%	12.84%	4.84%	14.95%	6.91%	8.16%	19.99%	8.75%	4.29%	12.26%	12.69%	8.67%
Jack Cox	12	210	89	32	73	49	74	84	23	37	31	12	63	24	22	27
	1.78%	2.74%	1.28%	1.85%	1.19%	0.80%	2.16%	0.84%	1.91%	2.74%	0.74%	2.14%	1.13%	1.17%	1.74%	2.60%
Sergio Lopez	14	207	93	32	91	43	81	75	28	33	26	12	62	20	23	31
	2.07%	2.70%	1.34%	1.85%	1.48%	0.70%	2.36%	0.75%	2.33%	2.44%	0.62%	2.14%	1.11%	0.98%	1.82%	2.98%
John Green	12	200	86	30	82	48	66	86	21	41	28	9	72	23	27	22
	1.78%	2.60%	1.24%	1.74%	1.33%	0.79%	1.92%	0.86%	1.75%	3.04%	0.66%	1.60%	1.29%	1.12%	2.14%	2.11%
Bill Bounds	10	193	76	25	73	44	66	81	17	31	31	7	49	14	25	19
	1.48%	2.51%	1.10%	1.45%	1.19%	0.72%	1.92%	0.81%	1.41%	2.30%	0.74%	1.25%	0.88%	0.68%	1.98%	1.83%
Robert Spearman	9	58	62	15	75	44	26	100	11	30	45	7	27	29	15	12
	1.33%	0.75%	0.89%	0.87%	1.22%	0.72%	0.75%	1.00%	0.91%	2.22%	1.07%	1.25%	0.48%	1.42%	1.19%	1.15%
C. Sam Theodius	1	40	34	3	31	15	15	43	4	17	17	4	15	13	10	10
	0.14%	0.52%	0.49%	0.17%	0.50%	0.24%	0.43%	0.43%	0.33%	1.26%	0.40%	0.71%	0.27%	0.63%	0.79%	0.96%
TRUSTEE																
*Jose Cadiz	99	669	841	166	502	528	490	681	153	133	120	64	832	176	93	120
	23.97%	15.23%	20.93%	17.00%	14.62%	15.60%	23.83%	12.58%	21.70%	16.77%	5.47%	19.81%	25.30%	15.53%	13.17%	19.35%
*Ron McClain	97	708	877	174	519	556	504	701	157	145	128	64	870	182	105	113
	23.48%	16.12%	21.82%	17.82%	15.12%	16.43%	24.51%	12.95%	22.26%	18.28%	5.83%	19.81%	26.45%	16.06%	14.87%	18.22%
*John Steger	98	679	847	167	502	542	489	698	155	145	125	62	846	174	96	111
	23.72%	15.45%	21.08%	17.11%	14.62%	16.02%	23.78%	12.90%	21.98%	18.28%	5.69%	19.19%	25.72%	15.35%	13.59%	17.90%
Dave Eckstein	38	834	559	184	794	799	167	1527	84	124	852	54	257	255	161	93
	9.20%	18.98%	13.91%	18.85%	23.13%	23.61%	8.12%	28.22%	11.91%	15.63%	38.85%	16.71%	7.81%	22.50%	22.80%	15.00%
Kim Shanahan	38	875	587	191	829	806	183	1547	91	130	868	44	275	274	174	101
	9.20%	19.92%	14.60%	19.56%	24.15%	23.82%	8.90%	28.59%	12.90%	16.39%	39.58%	13.62%	8.36%	24.18%	24.64%	16.29%
Mel Kahele	12	193	83	29	73	38	65	77	20	36	32	9	56	21	23	18
	2.90%	4.39%	2.06%	2.97%	2.12%	1.12%	3.16%	1.42%	2.83%	4.53%	1.45%	2.78%	1.70%	1.85%	3.25%	2.90%
Lanita Miller	14	209	97	31	95	52	68	88	18	41	32	11	77	25	24	27
	3.38%	4.75%	2.41%	3.17%	2.76%	1.53%	3.30%	1.62%	2.55%	5.17%	1.45%	3.40%	2.34%	2.20%	3.39%	4.35%
Maria Perez	17	225	127	34	118	62	90	91	27	39	36	15	75	26	30	37
	4.11%	5.12%	3.16%	3.48%	3.43%	1.83%	4.37%	1.68%	3.82%	4.91%	1.64%	4.64%	2.28%	2.29%	4.24%	5.96%
REGIONAL V.P.-WESTERN																
*Chuck Mack	95	705	868	178	527	547	500	702	150	146	134	67	874	178	100	110
	22.78%	14.04%	19.51%	15.66%	12.83%	13.39%	23.34%	10.27%	19.94%	16.70%	4.47%	18.87%	25.27%	13.04%	12.01%	16.29%
*Jon Rabine	96	664	865	169	490	531	483	706	148	130	116	57	835	177	97	107
	23.02%	13.22%	19.44%	14.87%	11.93%	13.00%	22.54%	10.33%	19.68%	14.87%	3.87%	16.05%	24.14%	12.97%	11.65%	15.85%
*Jim Santangelo	95	677	845	170	507	531	479	685	151	140	121	65	829	177	95	108
	22.78%	13.48%	18.99%	14.96%	12.34%	13.00%	22.36%	10.03%	20.07%	16.01%	4.04%	18.30%	23.97%	12.97%	11.41%	16.00%
Bob Hasegawa	35	827	559	187	787	786	162	1531	83	115	859	48	250	258	164	87
	8.39%	16.47%	12.56%	16.46%	19.16%	19.25%	7.56%	22.41%	11.03%	13.15%	28.68%	13.52%	7.22%	18.91%	19.71%	12.88%
Maria Martinez	36	863	572	190	819	798	182	1519	90	126	855	46	261	266	163	104

Western Region

Local Union	231	252	267	278	287	296	300	305	313	315	324	350	378	381	386	396
Ballots Counted	370	207	240	217	732	283	56	945	720	559	336	219	227	178	504	1672
GENERAL PRESIDENT																
*Jim Hoffa	175	101	210	95	238	182	38	434	214	183	149	117	102	86	298	277
	47.81%	49.02%	87.50%	44.81%	32.82%	64.76%	71.69%	46.46%	30.05%	33.51%	44.74%	53.42%	45.53%	48.58%	59.83%	16.84%
Tom Leedham	159	84	25	113	474	93	12	456	414	336	173	87	109	68	175	1015
	43.44%	40.77%	10.41%	53.30%	65.37%	33.09%	22.64%	48.82%	58.14%	61.53%	51.95%	39.72%	48.66%	38.41%	35.14%	61.73%
John Metz	32	21	5	4	13	6	3	44	84	27	11	15	13	23	25	352
	8.74%	10.19%	2.08%	1.88%	1.79%	2.13%	5.66%	4.71%	11.79%	4.94%	3.30%	6.84%	5.80%	12.99%	5.02%	21.41%
GENERAL SEC.-TREAS.																
*Tom Keegel	158	94	206	85	216	157	33	400	194	158	142	108	91	78	260	223
	44.01%	47.95%	86.55%	42.07%	30.55%	58.80%	63.46%	44.89%	27.83%	30.03%	44.65%	52.94%	41.93%	45.08%	55.20%	13.98%
John McCormick	159	76	23	113	465	94	15	439	404	328	162	76	107	70	173	983
	44.28%	38.77%	9.66%	55.94%	65.77%	35.20%	28.84%	49.27%	57.96%	62.35%	50.94%	37.25%	49.30%	40.46%	36.73%	61.66%
Tom Sever	32	22	7	3	20	12	4	47	91	33	12	18	15	20	31	379
	8.91%	11.22%	2.94%	1.48%	2.82%	4.49%	7.69%	5.27%	13.05%	6.27%	3.77%	8.82%	6.91%	11.56%	6.58%	23.77%
Kenneth Hollowell	10	4	2	1	6	4	0	5	8	7	2	2	4	5	7	9
	2.78%	2.04%	0.84%	0.49%	0.84%	1.49%	0.00%	0.56%	1.14%	1.33%	0.62%	0.98%	1.84%	2.89%	1.48%	0.56%
AT-LARGE V.P.																
*Randy Cammack	159	95	205	88	227	167	34	398	192	164	142	107	92	79	262	223
	10.23%	10.79%	17.87%	9.76%	7.49%	13.73%	13.49%	10.12%	6.58%	7.28%	9.95%	11.68%	9.73%	10.36%	12.26%	3.37%
*Chester Glanton	157	95	204	88	214	161	33	396	183	154	140	104	91	79	256	232
	10.10%	10.79%	17.78%	9.76%	7.06%	13.24%	13.09%	10.07%	6.27%	6.84%	9.81%	11.35%	9.62%	10.36%	11.97%	3.50%
*Tom O'Donnell	164	102	206	91	229	166	36	409	196	170	149	109	99	82	267	255
	10.55%	11.59%	17.95%	10.09%	7.56%	13.65%	14.28%	10.40%	6.71%	7.55%	10.44%	11.89%	10.47%	10.76%	12.49%	3.85%
*Fred Gegare	159	92	204	85	208	157	35	396	183	155	137	101	89	75	261	220
	10.23%	10.45%	17.78%	9.43%	6.86%	12.91%	13.88%	10.07%	6.27%	6.88%	9.60%	11.02%	9.41%	9.84%	12.21%	3.32%
*Ralph Taurone	155	92	205	83	222	162	33	389	186	160	139	107	90	77	258	236
	9.97%	10.45%	17.87%	9.21%	7.32%	13.32%	13.09%	9.89%	6.37%	7.10%	9.74%	11.68%	9.52%	10.10%	12.07%	3.56%
Willie Smith	149	77	23	104	441	78	15	417	385	312	160	77	101	64	174	956
	9.58%	8.75%	2.00%	11.54%	14.55%	6.41%	5.95%	10.60%	13.19%	13.86%	11.22%	8.40%	10.68%	8.39%	8.14%	14.44%
Doug Webber	148	73	23	106	444	79	16	428	397	297	165	74	105	61	163	936
	9.52%	8.29%	2.00%	11.76%	14.65%	6.49%	6.34%	10.88%	13.60%	13.19%	11.57%	8.07%	11.11%	8.00%	7.62%	14.14%
Diana Kilmury	164	79	23	106	453	95	15	445	402	323	165	78	109	69	174	982
	10.55%	8.97%	2.00%	11.76%	14.95%	7.81%	5.95%	11.31%	13.78%	14.34%	11.57%	8.51%	11.53%	9.05%	8.14%	14.84%
John Rlojas	145	73	24	106	448	82	14	413	379	311	162	77	98	66	169	987
	9.33%	8.29%	2.09%	11.76%	14.79%	6.74%	5.55%	10.50%	12.99%	13.81%	11.36%	8.40%	10.37%	8.66%	7.90%	14.91%
Jack Cox	31	19	5	10	26	10	4	47	89	41	13	17	15	23	29	348
	1.99%	2.15%	0.43%	1.10%	0.85%	0.82%	1.58%	1.19%	3.05%	1.82%	0.91%	1.85%	1.58%	3.01%	1.35%	5.25%
Sergio Lopez	30	25	8	3	35	19	4	44	81	57	13	30	13	25	41	433
	1.93%	2.84%	0.69%	0.33%	1.15%	1.56%	1.58%	1.11%	2.77%	2.53%	0.91%	3.27%	1.37%	3.28%	1.91%	6.54%
John Green	28	23	6	11	19	8	5	60	85	31	14	11	14	22	31	347
	1.80%	2.61%	0.52%	1.22%	0.62%	0.65%	1.98%	1.27%	2.91%	1.37%	0.98%	1.20%	1.48%	2.88%	1.45%	5.24%
Bill Bounds	30	19	5	3	11	8	4	47	90	27	12	12	12	19	27	333
	1.93%	2.15%	0.43%	0.33%	0.36%	0.65%	1.58%	1.19%	3.08%	1.19%	0.84%	1.31%	1.26%	2.49%	1.26%	5.03%
Robert Spearman	23	10	3	12	38	15	3	36	50	36	9	9	9	12	18	86
	1.48%	1.13%	0.26%	1.33%	1.25%	1.23%	1.19%	0.91%	1.71%	1.59%	0.63%	0.98%	0.95%	1.57%	0.84%	1.29%
C. Sam Theodis	12	6	3	5	14	9	1	17	19	13	6	3	8	9	7	43
	0.77%	0.68%	0.26%	0.55%	0.46%	0.74%	0.39%	0.43%	0.65%	0.57%	0.42%	0.32%	0.84%	1.18%	0.32%	0.64%
TRUSTEE																
*Jose Cadiz	156	97	208	88	226	171	35	393	187	175	140	113	93	78	266	271
	17.39%	18.90%	30.49%	17.39%	13.55%	23.98%	23.80%	17.57%	11.25%	13.74%	17.45%	21.08%	17.25%	17.72%	21.34%	7.10%
*Ron McClain	159	95	206	91	226	163	39	412	199	162	148	111	93	79	260	244
	17.72%	18.51%	30.20%	17.98%	13.55%	22.86%	26.53%	18.42%	11.97%	12.72%	18.45%	20.70%	17.25%	17.95%	20.86%	6.40%
*John Steger	165	100	204	90	221	162	34	402	192	160	139	102	94	79	267	228
	18.39%	19.49%	29.91%	17.78%	13.25%	22.72%	23.12%	17.97%	11.55%	12.56%	17.33%	19.02%	17.43%	17.95%	21.42%	5.98%
Dave Eckstein	146	74	23	106	445	76	13	424	394	309	160	73	103	62	170	958
	16.27%	14.42%	3.37%	20.94%	26.69%	10.65%	8.84%	18.96%	23.70%	24.27%	19.95%	13.61%	19.10%	14.09%	13.64%	25.13%
Kim Shanahan	164	81	23	112	461	94	15	448	411	323	171	72	110	69	178	975
	18.28%	15.78%	3.37%	22.13%	27.65%	13.18%	10.20%	20.03%	24.72%	25.37%	21.32%	13.43%	20.40%	15.68%	14.28%	25.57%
Mel Kahele	30	17	7	6	16	12	3	42	92	34	10	14	11	20	28	342
	3.34%	3.31%	1.02%	1.18%	0.95%	1.68%	2.04%	1.87%	5.53%	2.67%	1.24%	2.61%	2.04%	4.54%	2.24%	8.97%
Lanita Miller	34	23	5	7	24	13	4	50	92	43	17	19	17	25	32	354
	3.79%	4.48%	0.73%	1.38%	1.43%	1.82%	2.72%	2.23%	5.53%	3.37%	2.11%	3.54%	3.15%	5.68%	2.56%	9.28%
Maria Perez	43	26	6	6	48	22	4	65	95	67	17	32	18	28	45	440
	4.79%	5.06%	0.87%	1.18%	2.87%	3.08%	2.72%	2.90%	5.71%	5.26%	2.11%	5.97%	3.33%	6.36%	3.61%	11.54%
REGIONAL V.P.-WESTERN																
*Chuck Mack	164	99	206	98	248	173	37	409	196	183	148	112	95	80	274	240
	15.96%	17.55%	29.34%	16.44%	12.04%	22.15%	24.34%	15.79%	10.07%	12.03%	15.64%	18.82%	15.17%	16.22%	19.97%	5.40%
*Jon Rabine	157	95	203	83	205	157	33	390	191	148	142	104	92	77	253	214
	15.28%	16.84%	28.91%	13.92%	9.95%	20.10%	21.71%	15.05%	9.81%	9.73%	15.01%	17.47%	14.69%	15.61%	18.44%	4.82%
*Jim Santangelo	160	96	206	86	211	161	34	400	190	165	140	103	94	79	265	248
	15.57%	17.02%	29.34%	14.42%	10.24%	20.61%	22.36%	15.44%	9.76%	10.85%	14.79%	17.31%	15.01%	16.02%	19.31%	5.58%
Bob Hasegawa	151	73	24	104	443	78	12	423	390	302	160	74	101	67	163	961
	14.70%	12.94%	3.41%	17.44%	21.51%	9.98%	7.89%	16.33%	20.04%	19.86%	16.91%	12.43%	16.13%	13.59%	11.88%	21.64%
Maria Martinez	164	81	24	107	453	93	12	434	394	327	164	86	109	67	174	994
	15.96%	14.36%	3.41%	17.95%	22.00%	11.90%	7.89%	16.75%	20.24%	21						

Western Region

Local Union	399	420	431	435	439	481	483	484	490	492	495	517	524	533	537
Ballots Counted	959	192	422	1208	1254	292	221	96	509	808	977	235	187	443	856
GENERAL PRESIDENT															
* Jim Hoffa	650	132	212	734	589	139	97	52	189	369	732	113	93	237	718
	68.06%	70.21%	50.83%	61.37%	47.30%	47.93%	44.49%	55.91%	37.50%	45.83%	76.56%	50.44%	51.09%	53.98%	84.76%
Tom Leedham	258	44	184	396	618	124	112	35	291	374	172	80	74	183	92
	27.01%	23.40%	44.12%	33.11%	49.63%	42.75%	51.37%	37.63%	57.73%	46.45%	17.99%	35.71%	40.65%	41.68%	10.86%
John Metz	47	12	21	66	38	27	9	6	24	62	52	31	15	19	37
	4.92%	6.38%	5.03%	5.51%	3.05%	9.31%	4.12%	6.45%	4.76%	7.70%	5.43%	13.83%	8.24%	4.32%	4.36%
GENERAL SEC.-TREAS.															
* Tom Keegel	623	124	196	693	539	131	89	43	173	352	659	95	85	217	671
	66.55%	68.50%	48.51%	59.33%	44.80%	47.63%	41.01%	50.00%	35.23%	44.05%	73.22%	43.98%	49.13%	50.34%	82.12%
John McCormick	254	40	187	394	607	114	108	32	284	371	164	81	71	182	93
	27.13%	22.09%	46.28%	33.73%	50.45%	41.45%	49.76%	37.20%	57.84%	46.43%	18.22%	37.50%	41.04%	42.22%	11.38%
Tom Sever	54	15	20	63	45	27	16	7	32	71	66	36	15	27	45
	5.76%	8.28%	4.95%	5.39%	3.74%	9.81%	7.37%	8.13%	6.51%	8.88%	7.33%	16.66%	8.67%	6.26%	5.50%
Kenneth Hollowell	5	2	1	18	12	3	4	4	2	5	11	4	2	5	8
	0.53%	1.10%	0.24%	1.54%	0.99%	1.09%	1.84%	4.65%	0.40%	0.62%	1.22%	1.85%	1.15%	1.16%	0.97%
AT-LARGE V.P.															
* Randy Cammack	635	126	196	698	555	128	93	46	173	353	651	105	86	218	670
	14.61%	14.82%	10.79%	13.04%	10.37%	10.52%	9.72%	12.10%	8.09%	10.04%	15.46%	10.74%	11.12%	11.38%	17.06%
* Chester Ganton	623	123	194	694	528	127	89	43	173	348	640	99	82	215	663
	14.34%	14.47%	10.68%	12.96%	9.86%	10.44%	9.30%	11.31%	8.09%	9.90%	15.20%	10.13%	10.60%	11.23%	16.88%
* Tom O'Donnell	638	130	199	718	556	131	93	47	185	356	674	111	87	225	675
	14.68%	15.29%	10.95%	13.41%	10.39%	10.77%	9.72%	12.36%	8.66%	10.13%	16.00%	11.36%	11.25%	11.75%	17.18%
* Fred Gegare	620	120	196	693	535	127	91	42	169	345	643	95	85	210	657
	14.27%	14.11%	10.79%	12.95%	9.99%	10.44%	9.51%	11.05%	7.91%	9.81%	15.27%	9.72%	10.99%	10.97%	16.73%
* Ralph Taurone	623	123	196	700	531	128	94	44	169	353	654	94	86	218	668
	14.34%	14.47%	10.79%	13.08%	9.92%	10.52%	9.83%	11.57%	7.91%	10.04%	15.53%	9.62%	11.12%	11.38%	17.01%
Willie Smith	239	43	178	383	600	113	106	32	284	352	163	74	66	178	95
	5.50%	5.05%	9.80%	7.15%	11.21%	9.29%	11.08%	8.42%	13.29%	10.01%	3.87%	7.57%	8.53%	9.29%	2.41%
Doug Webber	248	39	183	381	591	108	109	30	274	356	152	79	69	175	89
	5.70%	4.58%	10.07%	7.12%	11.04%	8.88%	11.40%	7.89%	12.82%	10.13%	3.61%	8.08%	8.92%	9.14%	2.26%
Diana Kilmury	251	42	185	397	602	122	108	34	290	364	173	79	74	187	95
	5.77%	4.94%	10.18%	7.41%	11.25%	10.03%	11.29%	8.94%	13.57%	10.35%	4.10%	8.08%	9.57%	9.77%	2.41%
John Riojas	239	47	178	382	599	109	102	27	278	368	163	74	68	173	99
	5.50%	5.52%	9.80%	7.13%	11.19%	8.96%	10.66%	7.10%	13.01%	10.47%	3.87%	7.57%	8.79%	9.03%	2.52%
Jack Cox	57	10	22	60	42	28	12	7	28	62	60	38	15	22	46
	1.31%	1.17%	1.21%	1.12%	0.78%	2.30%	1.25%	1.84%	1.31%	1.76%	1.42%	3.88%	1.94%	1.14%	1.17%
Sergio Lopez	51	22	27	60	63	34	9	7	32	85	87	38	13	25	49
	1.17%	2.58%	1.48%	1.12%	1.17%	2.79%	0.94%	1.84%	1.49%	2.41%	2.06%	3.88%	1.68%	1.30%	1.24%
John Green	49	11	23	62	39	22	14	7	28	63	56	35	14	21	43
	1.12%	1.29%	1.26%	1.15%	0.72%	1.80%	1.46%	1.84%	1.31%	1.79%	1.33%	3.58%	1.81%	1.09%	1.09%
Bill Bounds	46	9	21	51	32	21	13	7	23	63	48	33	14	25	38
	1.05%	1.05%	1.15%	0.95%	0.59%	1.72%	1.35%	1.84%	1.07%	1.79%	1.14%	3.37%	1.81%	1.30%	0.96%
Robert Spearman	13	4	15	38	50	10	12	5	22	27	29	15	11	15	25
	0.29%	0.47%	0.82%	0.71%	0.93%	0.82%	1.25%	1.31%	1.02%	0.76%	0.68%	1.53%	1.42%	0.78%	0.63%
C. Sam Theodius	12	1	3	34	28	8	11	2	8	19	17	8	3	7	15
	0.27%	0.11%	0.16%	0.63%	0.52%	0.65%	1.15%	0.52%	0.37%	0.54%	0.40%	0.81%	0.38%	0.36%	0.38%
TRUSTEE															
* Jose Cadiz	626	129	197	698	553	136	89	43	175	362	669	100	81	219	676
	24.54%	25.09%	18.97%	22.52%	18.26%	18.78%	16.24%	18.85%	14.75%	17.93%	26.61%	17.09%	18.12%	19.78%	28.46%
* Ron McClain	633	126	202	718	555	130	96	48	173	355	667	109	90	222	666
	24.82%	24.51%	19.46%	23.16%	18.33%	17.95%	17.51%	21.05%	14.58%	17.59%	26.53%	18.63%	20.13%	20.05%	28.88%
* John Steger	626	123	197	693	539	127	95	48	177	350	645	103	88	221	668
	24.54%	23.92%	18.97%	22.36%	17.80%	17.54%	17.33%	21.05%	14.92%	17.34%	25.65%	17.60%	19.68%	19.96%	28.12%
Dave Eckstein	245	48	181	380	603	111	110	32	280	352	158	79	71	178	96
	9.60%	9.33%	17.43%	12.26%	19.92%	15.33%	20.07%	14.03%	23.60%	17.44%	6.28%	13.50%	15.88%	16.07%	4.04%
Kim Shanahan	258	42	186	406	615	122	112	32	290	372	163	85	72	191	105
	10.11%	8.17%	17.91%	13.10%	20.31%	16.85%	20.43%	14.03%	24.45%	18.43%	6.48%	14.52%	16.10%	17.25%	4.42%
Mel Kahele	54	12	23	60	37	22	12	6	26	63	55	34	14	21	40
	2.11%	2.33%	2.21%	1.93%	1.22%	3.03%	2.18%	2.63%	2.19%	3.12%	2.18%	5.81%	3.13%	1.89%	1.68%
Lanita Miller	54	12	21	58	52	32	15	7	30	70	63	36	17	24	45
	2.11%	2.33%	2.02%	1.87%	1.71%	4.41%	2.73%	3.07%	2.52%	3.46%	2.50%	6.15%	3.80%	2.16%	1.89%
Maria Perez	54	22	31	86	73	44	19	12	35	94	94	39	14	31	59
	2.11%	4.28%	2.98%	2.77%	2.41%	6.07%	3.46%	5.26%	2.95%	4.65%	3.73%	6.66%	3.13%	2.80%	2.48%
REGIONAL V.P.-WESTERN															
* Chuck Mack	635	127	205	714	556	131	95	48	192	354	666	104	91	233	681
	23.23%	23.82%	17.09%	20.92%	15.71%	16.39%	15.22%	19.75%	13.42%	15.56%	25.67%	16.85%	18.09%	18.69%	28.36%
* Jon Rabine	621	125	196	692	527	128	88	44	168	345	636	96	84	213	657
	22.72%	23.45%	16.34%	20.27%	14.89%	16.02%	14.10%	18.10%	11.74%	15.16%	24.51%	15.55%	16.69%	17.09%	27.36%
* Jim Santangelo	627	126	196	700	547	130	93	47	173	355	665	100	85	217	672
	22.94%	23.63%	16.34%	20.50%	15.46%	16.27%	14.90%	19.34%	12.09%	15.60%	25.63%	16.20%	16.89%	17.41%	27.98%
Bob Hasegawa	245	37	180	380	584	113	104	27	276	352	149	77	70	177	89
	8.96%	6.94%	15.01%	11.13%	16.51%	14.14%	16.66%	11.11%	19.30%	15.47%	5.74%	12.47%	13.91%	14.20%	3.70%
Maria Martinez	245	44	183	400	611	124	104	33	279	365	178	81	71	184	110
	8.96%	8.25%	15.26%	11.71%	17.27%	15.51%	16.66%	13.58%	19.51%	16.04%	6.86%	13.12%	14.11%	14.76%	4.58%
Ken Mee	242	40	176	383	595	105	107	29	273	348	144	75	69	169	86
	8.85%	7.50%	14.67%	11.22%	16.82%	13.14%	17.14%	11.93%	19.09%	15.29%	5.55%	12.15%	13.71%	13.56%	3.58%
Raul Lopez	48	19	25	65	45	31	9	5	29	78	72	35	12	19	51
	1.75%	3.56%	2.08%	1.90%	1.27%	3.87%	1.44%	2.05%	2.02%	3.42%	2.77%	5.67%	2.38%	1.52%	2.12%
Mark Shumar	52	10	27	56	44	25	18	6	27	62	57	34	15	23	40
	1.90%	1.87%	2.25%	1.64%	1.24%	3.12%	2.88%	2.46%	1.88%	2.72%	2.19%	5.51%	2.98%	1.84%	1.66%
Ed J. Mireles	18	5	11	23	28	12	6	4	13	16	27	15	6	11	15
	0.65%	0.93%	0.91%	0.67%	0.79%	1.50%	0.96%	1.64%	0.90%	0.70%	1.04%	2.43%	1.19%	0.88%	0.62%

* Elected.

Western Region

Local Union	542	556	572	578	582	589	599	601	616	624	630	631	665	670	681
Ballots Counted	762	310	772	449	245	316	702	699	125	528	1290	1259	574	858	104
GENERAL PRESIDENT															
*Jim Hoffa	345	29	232	295	147	182	423	246	76	184	890	815	364	504	70
	46.12%	9.57%	31.01%	67.50%	61.25%	57.96%	60.68%	37.50%	69.09%	35.24%	70.57%	65.46%	64.76%	58.74%	67.30%
Tom Leedham	340	258	301	111	80	105	239	339	27	300	316	373	169	262	14
	45.45%	85.14%	40.24%	25.40%	33.33%	33.43%	34.28%	51.67%	24.54%	57.47%	25.05%	29.95%	30.07%	30.54%	13.46%
John Metz	63	16	215	31	13	27	35	71	7	38	55	57	29	68	20
	8.42%	5.28%	28.74%	7.09%	5.41%	8.59%	5.02%	10.82%	6.36%	7.27%	4.36%	4.57%	5.16%	7.93%	19.23%
GENERAL SEC.-TREAS.															
*Tom Keegel	297	26	200	239	137	170	406	184	47	172	805	751	315	461	65
	41.48%	9.31%	27.70%	58.00%	59.30%	55.55%	59.44%	30.76%	48.95%	33.79%	66.91%	62.16%	60.34%	53.73%	64.35%
John McCormick	325	234	299	120	76	105	234	291	30	294	317	374	159	263	15
	45.39%	83.87%	41.41%	29.12%	32.90%	34.31%	34.26%	48.66%	31.25%	57.76%	26.35%	30.96%	30.45%	30.65%	14.85%
Tom Sever	80	17	219	47	14	26	37	110	12	41	60	69	38	73	20
	11.17%	6.09%	30.33%	11.40%	6.06%	8.49%	5.41%	18.39%	12.50%	8.05%	4.98%	5.71%	7.27%	8.51%	19.80%
Kenneth Hollowell	14	2	4	6	4	5	6	13	7	2	21	14	10	11	1
	1.95%	0.71%	0.55%	1.45%	1.73%	1.63%	0.87%	2.17%	7.29%	0.39%	1.74%	1.15%	1.91%	1.28%	0.99%
AT-LARGE V.P.															
*Randy Cammack	311	28	202	255	138	170	406	233	48	179	804	764	328	472	67
	9.84%	2.48%	6.59%	13.78%	13.19%	12.42%	13.07%	8.72%	10.52%	8.01%	14.46%	13.79%	13.49%	49.77%	14.01%
*Chester Glanton	301	24	190	236	136	167	401	182	48	176	782	740	325	466	67
	9.52%	2.13%	6.20%	12.75%	13.00%	12.20%	12.91%	6.81%	10.52%	7.88%	14.06%	13.35%	13.36%	54.31%	14.01%
*Tom O'Donnell	318	30	210	255	141	176	414	218	53	182	810	776	327	490	65
	10.06%	2.66%	6.85%	13.78%	13.47%	12.86%	13.32%	8.16%	11.62%	8.15%	14.56%	14.00%	13.45%	57.11%	13.59%
*Fred Gegare	302	26	188	236	135	168	401	189	53	177	786	736	318	458	67
	9.55%	2.30%	6.13%	12.75%	12.90%	12.28%	12.91%	7.08%	11.62%	7.92%	14.13%	13.28%	13.08%	53.38%	14.01%
*Ralph Taurone	302	28	196	239	136	166	405	189	50	175	798	749	314	466	66
	9.55%	2.48%	6.39%	12.91%	13.00%	12.13%	13.03%	7.08%	10.96%	7.83%	14.35%	13.52%	12.91%	54.31%	13.80%
Willie Smith	309	226	286	105	69	98	229	310	23	284	302	353	159	245	14
	9.78%	20.07%	9.33%	5.67%	6.59%	7.16%	7.37%	11.61%	5.04%	12.71%	5.43%	6.37%	6.54%	28.55%	2.92%
Doug Webber	300	219	275	101	71	99	225	263	22	289	287	362	152	250	13
	9.49%	19.44%	8.97%	5.45%	6.78%	7.23%	7.24%	9.85%	4.82%	12.94%	5.16%	6.53%	6.25%	29.14%	2.71%
Diana Kilmury	331	230	299	111	75	106	238	316	31	291	326	366	171	260	16
	10.47%	20.42%	9.75%	6.00%	7.17%	7.74%	7.66%	11.83%	6.79%	13.03%	5.86%	6.60%	7.03%	30.30%	3.34%
John Riojas	311	227	298	116	85	97	219	299	38	287	326	348	158	249	15
	9.84%	20.15%	9.72%	6.27%	6.21%	7.09%	7.05%	11.20%	8.33%	12.85%	5.86%	6.28%	6.49%	29.02%	3.13%
Jack Cox	77	12	231	36	18	25	35	99	10	42	59	75	33	68	21
	2.43%	1.06%	7.53%	1.94%	1.72%	1.82%	1.12%	3.70%	2.19%	1.88%	1.06%	1.35%	1.35%	7.93%	4.39%
Sergio Lopez	86	20	236	72	15	23	33	177	38	45	108	61	49	85	22
	2.72%	1.77%	7.70%	3.89%	1.43%	1.68%	1.06%	6.63%	8.33%	2.01%	1.94%	1.10%	2.01%	9.91%	4.60%
John Green	78	15	199	34	17	28	36	68	10	42	61	71	33	70	20
	2.46%	1.33%	6.49%	1.83%	1.62%	2.04%	1.15%	2.54%	2.19%	1.88%	1.09%	1.28%	1.35%	8.16%	4.18%
Bill Bounds	71	11	193	30	13	27	31	56	10	39	41	65	30	62	20
	2.24%	0.97%	6.29%	1.62%	1.24%	1.97%	0.99%	2.09%	2.19%	1.74%	0.73%	1.17%	1.23%	7.23%	4.18%
Robert Spearman	41	24	39	17	13	14	22	49	16	17	47	46	21	43	2
	1.29%	2.13%	1.27%	0.91%	1.24%	1.02%	0.70%	1.83%	3.50%	0.76%	0.84%	0.83%	0.86%	5.01%	0.41%
C. Sam Theodous	21	6	22	7	4	4	11	21	6	8	23	27	13	23	3
	0.66%	0.53%	0.71%	0.37%	0.38%	0.29%	0.35%	0.78%	1.31%	0.35%	0.41%	0.48%	0.53%	2.68%	0.62%
TRUSTEE															
*Jose Cadiz	314	34	217	270	138	171	405	238	73	180	839	746	335	479	68
	17.29%	5.69%	11.60%	24.36%	22.18%	21.26%	22.43%	15.03%	25.70%	14.26%	25.46%	23.03%	23.45%	55.83%	23.05%
*Ron McClain	310	30	200	247	142	174	412	198	50	180	808	778	329	486	65
	17.07%	5.02%	10.69%	22.29%	22.82%	21.64%	22.82%	12.50%	17.60%	14.26%	24.52%	24.01%	23.03%	56.64%	22.03%
*John Steger	307	24	193	235	140	172	411	193	45	176	784	762	319	467	65
	16.90%	4.02%	10.32%	21.20%	22.50%	21.39%	22.77%	12.19%	15.84%	13.94%	23.79%	23.52%	22.33%	54.43%	22.03%
Dave Eckstein	306	226	284	101	72	98	222	283	29	291	296	363	154	247	13
	16.85%	37.85%	15.18%	9.11%	11.57%	12.18%	12.29%	17.87%	10.21%	23.05%	8.98%	11.20%	10.78%	31.93%	4.40%
Kim Shanahan	332	234	302	116	78	110	241	315	30	295	323	382	167	264	16
	18.28%	39.19%	16.14%	10.46%	12.54%	13.68%	13.35%	19.89%	10.56%	23.37%	9.80%	11.79%	11.69%	30.77%	5.42%
Mel Kahela	65	13	200	28	17	25	29	57	9	43	45	64	31	70	24
	3.57%	2.17%	10.69%	2.52%	2.73%	3.10%	1.60%	3.60%	3.16%	3.40%	1.36%	1.97%	2.17%	8.16%	8.13%
Lanita Miller	81	17	219	34	17	26	41	107	9	43	75	69	40	76	21
	4.46%	2.84%	11.71%	3.06%	2.73%	3.23%	2.27%	6.75%	3.16%	3.40%	2.27%	2.13%	2.80%	8.86%	7.11%
Maria Perez	101	19	255	77	18	28	44	192	39	54	125	75	53	94	23
	5.56%	3.18%	13.63%	6.94%	2.89%	3.48%	2.43%	12.12%	13.73%	4.27%	3.79%	2.31%	3.71%	10.96%	7.79%
REGIONAL V.P.-WESTERN															
*Chuck Mack	315	24	205	246	140	175	414	208	48	189	799	787	346	487	67
	15.32%	3.00%	10.64%	21.00%	21.14%	20.06%	20.77%	11.69%	17.77%	12.70%	22.55%	22.31%	22.49%	56.76%	23.34%
*Jon Rabine	296	25	184	226	138	173	406	181	43	172	783	734	313	460	65
	14.39%	3.12%	9.55%	19.29%	20.84%	19.83%	20.37%	10.17%	15.92%	11.55%	22.09%	20.81%	20.35%	53.61%	22.64%
*Jim Santangelo	320	25	197	253	136	168	403	194	56	174	834	757	317	465	67
	15.56%	3.12%	10.23%	21.60%	20.54%	19.26%	20.22%	10.91%	20.47%	11.69%	23.53%	21.46%	20.61%	54.20%	23.34%
Bob Hasegawa	302	225	285	95	68	98	225	275	22	285	298	345	154	247	16
	14.68%	28.16%	14.80%	8.11%	10.27%	11.23%	11.28%	15.46%	8.14%	19.15%	8.41%	9.78%	10.01%	28.79%	5.57%
Maria Martinez	330	238	309	130	76	106	235	316	43	286	360	370	172	264	15
	16.05%	29.78%	16.05%	11.10%	11.48%	12.15%	11.79%	17.77%	15.92%	19.22%	10.16%	10.49%	11.18%	30.77%	5.22%
Ken Mee	302	220	272	92	68	96	225	304	19	290	291	355	150	246	13
	14.68%	27.53%	14.12%	7.85%	10.27%	11.00%	11.28%	17.09%	7.03%	19.48%	8.21%	10.06%	9.75%	28.67%	4.52%
Raul Lopez	80	14	226	62	13	23	32	110	21	40	101	59	43	72	22
	3.89%	1.75%	11.74%	5.29%	1.96%	2.63%	1.60%	6.18%	7.77%	2.68%	2.85%	1.67%	2.79%	8.39%	7.66%
Mark Shumar	71	16	205	30	19	23	39	100	9	39	47	88	28	72	20
	3.45%	2.00%	10.64%	2.56%	2.87%	2.63%	1.95%	5.62%	3.33%	2.62%	1.32%	2.49%	1.82%	8.39%	6.96%
Ed J. Mireles	40	12	42	37	4	10	14	90	9	13	30	31	15	27	2
	1.94%	1.50%	2.18%	3.15%	0.60%	1.14%	0.70%	5.06%	3.33%	0.87%	0.84%	0.87%	0.97%	3.15%	0.69%

* Elected.

Western Region

Local Union	683	690	692	741	746	748	752	760	763	839	848	853	856	857	890
Ballots Counted	288	507	486	544	93	871	51	856	1035	285	966	1200	837	342	772
GENERAL PRESIDENT															
*Jim Hoffa	194	233	342	310	46	362	32	538	572	137	764	939	403	209	388
	67.83%	46.04%	71.10%	57.30%	54.76%	42.99%	64.00%	64.97%	56.46%	48.58%	79.83%	79.17%	49.20%	63.52%	53.00%
Tom Leedham	79	251	120	213	27	402	16	224	393	129	168	213	354	96	258
	27.62%	49.60%	24.94%	39.37%	32.14%	47.74%	32.00%	27.05%	38.79%	45.74%	17.55%	17.95%	43.22%	29.17%	35.24%
John Metz	13	22	19	18	11	78	2	66	48	16	25	34	62	24	86
	4.54%	4.34%	3.95%	3.32%	13.09%	9.26%	4.00%	7.97%	4.73%	5.67%	2.61%	2.86%	7.57%	7.29%	11.74%
GENERAL SEC.-TREAS.															
*Tom Keegel	175	222	308	292	33	318	27	501	521	127	705	882	373	183	304
	63.17%	44.84%	66.95%	54.68%	45.83%	40.10%	56.25%	63.33%	53.76%	47.03%	77.04%	77.09%	47.63%	60.59%	44.64%
John McCormick	83	243	120	212	28	380	18	218	380	121	170	219	329	91	279
	29.96%	49.09%	26.08%	39.70%	38.88%	47.91%	37.50%	27.56%	39.21%	44.81%	18.57%	19.14%	42.01%	30.13%	40.96%
Tom Sever	16	27	25	29	11	87	3	58	51	21	33	35	67	25	84
	5.77%	5.45%	5.43%	5.43%	15.27%	10.97%	6.25%	7.33%	5.26%	7.77%	3.60%	3.05%	8.55%	8.27%	12.33%
Kenneth Hollowell	3	3	7	1	0	8	0	14	17	1	7	8	14	3	14
	1.08%	0.60%	1.52%	0.18%	0.00%	1.00%	0.00%	1.76%	1.75%	0.37%	0.76%	0.69%	1.78%	0.99%	2.05%
AT-LARGE V.P.															
*Randy Cammack	176	224	321	296	34	329	29	508	521	131	707	880	370	183	325
	13.73%	10.20%	14.83%	12.36%	9.68%	9.24%	13.24%	13.92%	12.06%	10.98%	16.49%	16.27%	10.59%	13.01%	10.76%
*Chester Glanton	177	221	315	291	34	314	28	488	511	120	692	865	366	181	292
	13.81%	10.06%	14.55%	12.15%	9.68%	8.82%	12.78%	13.37%	11.83%	10.05%	16.14%	15.99%	10.48%	12.87%	9.67%
*Tom O'Donnell	179	225	331	291	34	342	31	526	540	130	722	896	388	187	328
	13.97%	10.24%	15.29%	12.15%	9.68%	9.61%	14.15%	14.41%	12.50%	10.89%	16.84%	16.56%	11.11%	13.30%	10.86%
*Fred Gegare	173	223	312	288	33	318	28	491	511	121	701	867	368	177	305
	13.50%	10.15%	14.41%	12.03%	9.40%	8.93%	12.78%	13.45%	11.83%	10.14%	16.35%	16.03%	10.53%	12.58%	10.10%
*Ralph Taurone	173	222	314	290	43	317	28	489	513	122	698	868	368	182	307
	13.50%	10.10%	14.51%	12.11%	12.25%	8.90%	12.78%	13.40%	11.87%	10.22%	16.28%	16.05%	10.53%	12.94%	10.17%
Willie Smith	78	241	114	205	24	372	15	197	362	116	154	202	315	83	247
	6.08%	10.97%	5.26%	8.56%	6.83%	10.45%	6.84%	5.39%	8.38%	9.72%	3.59%	3.73%	9.02%	5.90%	8.18%
Doug Webber	74	239	108	209	25	356	13	195	357	114	149	203	306	88	222
	5.77%	10.88%	4.99%	8.73%	7.12%	10.00%	5.93%	5.34%	8.26%	9.55%	3.47%	3.75%	8.76%	6.25%	7.35%
Diana Kilmury	81	248	121	211	24	386	17	227	387	119	155	218	346	94	257
	6.32%	11.29%	5.59%	8.81%	6.83%	10.84%	7.76%	6.22%	8.96%	9.97%	3.61%	4.03%	9.90%	6.68%	8.51%
John Riojas	74	233	119	206	32	387	14	200	355	118	150	204	312	92	280
	5.77%	10.61%	5.49%	8.60%	9.11%	10.87%	6.39%	5.48%	8.21%	9.89%	3.50%	3.77%	8.93%	6.54%	9.27%
Jack Cox	18	21	24	24	9	80	3	64	47	20	30	36	66	22	72
	1.40%	0.95%	1.10%	1.00%	2.56%	2.24%	1.36%	1.75%	1.08%	1.67%	0.70%	0.66%	1.89%	1.56%	2.38%
Sergio Lopez	21	25	29	23	30	136	3	75	50	24	43	46	86	39	167
	1.63%	1.13%	1.34%	0.96%	8.54%	3.82%	1.36%	2.05%	1.15%	2.01%	1.00%	0.85%	2.46%	2.77%	5.53%
John Green	19	22	17	23	9	83	3	61	44	14	30	37	67	26	72
	1.48%	1.00%	0.78%	0.96%	2.56%	2.33%	1.36%	1.67%	1.01%	1.17%	0.70%	0.68%	1.91%	1.84%	2.38%
Bill Bounds	21	24	19	23	8	71	2	54	50	11	20	34	60	20	69
	1.63%	1.09%	0.87%	0.96%	2.27%	1.99%	0.91%	1.47%	1.15%	0.92%	0.46%	0.62%	1.71%	1.42%	2.28%
Robert Spearman	12	15	13	9	9	53	3	51	43	22	20	36	44	23	53
	0.93%	0.68%	0.60%	0.37%	2.56%	1.48%	1.36%	1.39%	0.99%	1.84%	0.46%	0.66%	1.26%	1.63%	1.75%
C. Sam Theodous	5	13	7	5	3	14	2	23	28	11	14	16	30	9	22
	0.39%	0.59%	0.32%	0.20%	0.85%	0.39%	0.91%	0.63%	0.64%	0.92%	0.32%	0.29%	0.85%	0.64%	0.72%
TRUSTEE															
*Jose Cadiz	180	223	321	292	49	359	27	504	520	129	725	891	380	195	403
	23.84%	17.96%	25.09%	21.22%	22.17%	17.20%	21.42%	23.31%	20.80%	18.85%	28.39%	27.76%	18.66%	22.99%	21.68%
*Ron McClain	178	228	318	300	34	334	28	516	530	130	713	883	387	181	309
	23.57%	18.37%	24.86%	21.80%	15.38%	16.00%	22.22%	23.86%	21.20%	19.00%	27.92%	27.51%	19.00%	21.34%	16.63%
*John Steger	177	223	318	288	32	319	29	496	522	126	709	875	368	184	300
	23.44%	17.96%	24.86%	20.93%	14.47%	15.28%	23.01%	22.94%	20.88%	18.42%	27.77%	27.26%	18.07%	21.69%	16.14%
Dave Eckstein	75	238	119	215	26	377	15	202	357	116	152	202	313	89	255
	9.93%	19.17%	9.30%	15.62%	11.76%	18.06%	11.90%	9.34%	14.28%	16.95%	5.95%	6.29%	15.37%	10.49%	13.72%
Kim Shanahan	83	245	121	209	26	391	18	218	389	124	157	222	352	96	245
	10.99%	19.74%	9.46%	15.18%	11.76%	18.73%	14.28%	10.08%	15.56%	18.12%	6.14%	6.91%	17.28%	11.32%	13.18%
Mel Kahela	17	24	20	22	7	66	2	55	40	17	28	35	68	23	68
	2.25%	1.93%	1.56%	1.59%	3.16%	3.16%	1.58%	2.54%	1.60%	2.48%	1.09%	1.09%	3.33%	2.71%	3.65%
Lanita Miller	19	34	19	23	11	92	4	81	62	18	26	41	82	31	95
	2.51%	2.73%	1.48%	1.67%	4.97%	4.40%	3.17%	3.74%	2.48%	2.63%	1.01%	1.27%	4.02%	3.65%	5.11%
Maria Perez	26	26	43	27	36	149	3	90	79	24	43	60	86	49	183
	3.44%	2.09%	3.36%	1.96%	16.28%	7.13%	2.38%	4.16%	3.16%	3.50%	1.68%	1.86%	4.22%	5.77%	9.84%
REGIONAL V.P.-WESTERN															
*Chuck Mack	182	227	324	294	34	342	29	514	525	132	699	903	396	183	326
	22.52%	15.72%	23.64%	18.79%	14.97%	14.67%	20.56%	22.59%	18.65%	16.92%	26.08%	26.93%	17.51%	20.70%	16.69%
*Jon Rabine	174	226	309	297	33	315	30	500	573	125	692	868	368	173	298
	21.53%	15.65%	22.55%	18.98%	14.53%	13.51%	21.27%	21.97%	20.35%	16.02%	25.82%	25.89%	16.27%	19.57%	15.25%
*Jim Santangelo	180	219	322	293	38	324	28	496	508	124	769	875	374	182	308
	22.27%	15.16%	23.50%	18.73%	16.74%	13.89%	19.85%	21.80%	18.04%	15.89%	28.69%	26.10%	16.54%	20.58%	17.30%
Bob Hasegawa	74	249	113	210	23	347	15	188	365	114	144	202	318	81	227
	9.15%	17.24%	8.24%	13.42%	10.13%	14.88%	10.63%	8.26%	12.96%	14.61%	5.37%	6.02%	14.06%	9.16%	11.62%
Maria Martinez	82	239	120	209	36	413	17	215	376	124	156	224	326	101	299
	10.14%	16.55%	8.75%	13.36%	15.85%	17.71%	12.05%	9.45%	13.35%	15.89%	5.82%	6.68%	14.41%	11.42%	15.30%
Ken Mee	70	233	112	208	22	356	14	191	338	117	139	186	302	83	220
	8.66%	16.13%	8.17%	13.29%	9.69%	15.27%	9.92%	8.39%	12.00%	15.00%	5.18%	5.54%	13.35%	9.38%	11.26%
Raul Lopez	18	19	29	25	20	108	2	65	49	18	37	38	77	36	134
	2.22%	1.31%	2.11%	1.59%	8.81%	4.63%	1.41%	2.85%	1.74%	2.30%	1.38%	1.13%	3.40%	4.07%	6.86%
Mark Shumar	20	22	21	22	8	81	3	63	48	18	29	41	63	25	67
	2.47%	1.52%	1.53%	1.40%	3.52%	3.47%	2.12%	2.76%	1.70%	2.30%	1.08%	1.22%	2.78%	2.82%	3.43%
Ed J. Mireles	8	10	20	6	13	45	3	43	33	8	15	15	37	20	44
	0.99%	0.69%	1.45%	0.38%	5.72%	1.93%	2.12%	1.89%	1.17%	1.02%	0.55%	0.44%	1.63%	2.26%	2.25%

* Elected.

Western Region

Local Union	896	911	912	921	952	959	961	962	983	986	995	996	Sub Total	Supp Count	Total
Ballots Counted	682	423	557	188	2426	726	622	322	251	1367	600	818	67,933	2,536	70,469
GENERAL PRESIDENT															
*Jim Hoffa	381	247	46	128	1270	350	254	162	86	871	476	347	35,268	1,202	36,470
	56.52%	60.83%	8.51%	69.56%	53.92%	48.34%	41.30%	50.31%	34.53%	65.48%	80.81%	43.15%	52.72%	47.89%	52.54%
Tom Leedham	269	118	306	52	845	291	325	136	145	344	96	212	26,989	1,173	28,162
	39.91%	29.06%	56.66%	28.26%	35.88%	40.19%	52.84%	42.23%	58.23%	25.86%	16.29%	26.36%	40.34%	46.73%	40.57%
John Metz	24	41	188	4	240	83	36	24	18	115	17	245	4,641	135	4,776
	3.56%	10.09%	34.81%	2.17%	10.19%	11.46%	5.85%	7.45%	7.22%	8.64%	2.88%	30.47%	6.94%	5.38%	6.88%
GENERAL SEC.-TREAS.															
*Tom Keegel	355	205	41	119	1100	324	227	155	74	774	441	298	32,120	1,110	33,230
	54.44%	53.80%	8.03%	65.38%	49.01%	45.50%	37.64%	50.16%	30.70%	60.99%	76.82%	38.70%	49.81%	46.04%	49.67%
John McCormick	266	125	283	52	812	293	322	126	142	340	104	211	26,376	1,117	27,493
	40.79%	32.80%	55.49%	28.57%	36.18%	41.15%	53.39%	40.77%	58.92%	26.79%	18.11%	27.40%	40.90%	46.33%	41.10%
Tom Sever	27	48	185	8	303	87	47	26	21	138	19	255	5,258	167	5,425
	4.14%	12.59%	36.27%	4.39%	13.50%	12.21%	7.79%	8.41%	8.71%	10.87%	3.31%	33.11%	8.15%	6.93%	8.11%
Kenneth Hollowell	4	3	1	3	29	8	7	2	4	17	10	6	733	17	750
	0.61%	0.78%	0.19%	1.64%	1.29%	1.12%	1.16%	0.64%	1.65%	1.33%	1.74%	0.77%	1.14%	0.71%	1.12%
AT-LARGE V.P.															
*Randy Cammack	355	215	40	121	1131	325	229	154	79	785	434	303	32,919	1,137	34,056
	12.07%	12.32%	1.91%	14.47%	11.50%	10.39%	8.72%	11.29%	7.65%	13.64%	16.19%	9.10%	11.42%	10.53%	11.38%
*Chester Glanton	346	214	38	116	1062	318	226	148	76	756	432	286	31,758	1,101	32,859
	11.70%	12.27%	1.81%	13.87%	10.80%	10.16%	8.60%	10.85%	7.36%	13.13%	16.11%	8.59%	11.01%	10.20%	10.98%
*Tom O'Donnell	359	225	42	124	1135	329	235	159	84	804	454	300	33,266	1,152	34,418
	12.80%	12.90%	2.00%	14.83%	11.54%	10.51%	8.95%	11.65%	8.13%	13.97%	16.94%	9.01%	11.54%	10.67%	11.51%
*Fred Gegare	348	211	39	116	1063	320	230	146	76	746	428	274	31,666	1,096	32,762
	11.83%	12.09%	1.86%	13.87%	10.81%	10.23%	8.76%	10.70%	7.36%	12.96%	15.97%	8.23%	10.98%	10.15%	10.95%
*Ralph Taurone	349	214	38	119	1086	322	244	147	78	767	434	281	32,084	1,118	33,202
	11.86%	12.27%	1.81%	14.23%	11.05%	10.29%	9.29%	10.77%	7.55%	13.32%	16.19%	8.44%	11.13%	10.36%	11.10%
Willie Smith	255	109	279	47	768	280	318	121	129	318	99	204	25,259	1,078	26,337
	8.67%	6.25%	13.34%	5.62%	7.81%	8.95%	12.03%	8.87%	12.50%	5.52%	3.69%	6.12%	8.76%	9.99%	8.80%
Doug Webber	255	97	270	51	737	286	318	120	130	292	92	191	24,984	1,074	26,058
	8.67%	5.56%	12.91%	6.10%	7.49%	9.14%	12.11%	8.79%	12.59%	5.07%	3.43%	5.73%	8.66%	9.95%	8.71%
Diana Kilmury	265	120	283	53	834	289	318	127	142	324	101	217	26,351	1,125	27,476
	9.01%	6.88%	13.53%	6.33%	8.48%	9.23%	12.11%	9.31%	13.75%	5.63%	3.76%	6.51%	9.14%	10.42%	9.18%
John Riojas	268	111	284	48	757	277	315	120	131	332	88	195	25,263	1,089	26,352
	9.11%	6.36%	13.58%	5.74%	7.70%	8.85%	12.00%	8.79%	12.69%	5.76%	3.28%	5.85%	8.76%	10.09%	8.81%
Jack Cox	20	48	169	9	279	90	38	32	23	111	20	250	5,085	158	5,243
	0.68%	2.75%	8.08%	1.07%	2.83%	2.87%	1.44%	2.34%	2.22%	1.92%	0.74%	7.50%	1.76%	1.46%	1.75%
Sergio Lopez	31	60	226	9	318	86	48	25	21	182	24	292	6,114	203	6,317
	1.05%	3.44%	10.80%	1.07%	3.23%	2.74%	1.82%	1.83%	2.03%	3.16%	0.89%	8.77%	2.12%	1.88%	2.11%
John Green	26	48	171	5	265	79	36	24	19	124	24	246	4,897	152	5,049
	0.88%	2.75%	8.17%	0.59%	2.69%	2.52%	1.37%	1.75%	1.84%	2.15%	0.89%	7.38%	1.70%	1.41%	1.69%
Bill Bounds	20	39	173	5	240	80	41	25	17	108	18	232	4,477	135	4,612
	0.68%	2.23%	8.27%	0.59%	2.44%	2.55%	1.56%	1.83%	1.64%	1.87%	0.67%	6.96%	1.55%	1.25%	1.54%
Robert Spearman	29	21	32	7	107	32	17	10	20	82	22	43	2,842	117	2,959
	0.98%	1.20%	1.53%	0.83%	1.08%	1.02%	0.64%	0.73%	1.93%	1.42%	0.82%	1.29%	0.99%	1.08%	0.99%
C. Sam Theodous	15	12	7	6	46	15	14	6	7	23	10	15	1,392	60	1,452
	0.51%	0.68%	0.33%	0.71%	0.46%	0.47%	0.53%	0.43%	0.67%	0.39%	0.37%	0.45%	0.48%	0.56%	0.48%
TRUSTEE															
*Jose Cadiz	357	231	50	122	1119	323	234	149	76	815	441	304	32,978	1,141	34,119
	21.28%	22.04%	4.01%	24.94%	19.28%	17.74%	15.64%	18.86%	12.92%	23.71%	27.59%	14.44%	19.70%	18.49%	19.66%
*Ron McClain	357	215	39	122	1133	333	238	156	82	783	447	291	33,055	1,145	34,200
	21.28%	20.51%	3.13%	24.94%	19.52%	18.29%	15.90%	19.74%	13.94%	22.78%	27.97%	13.82%	19.75%	18.56%	19.71%
*John Steger	351	212	41	121	1109	320	230	149	80	763	438	283	32,279	1,108	33,387
	20.93%	20.22%	3.29%	24.74%	19.11%	17.58%	15.37%	18.86%	13.60%	22.19%	27.40%	13.44%	19.28%	17.96%	19.24%
Dave Eckstein	260	112	281	51	773	284	321	117	141	309	90	188	25,419	1,096	26,515
	15.50%	10.68%	22.55%	10.42%	13.32%	15.60%	21.45%	14.81%	23.97%	8.99%	5.63%	8.93%	15.19%	17.76%	15.28%
Kim Shanahan	266	112	278	52	809	297	333	134	139	333	102	207	26,613	1,133	27,746
	15.86%	10.68%	22.31%	10.63%	13.94%	16.31%	22.25%	16.96%	23.63%	9.68%	6.38%	9.83%	15.90%	18.36%	15.99%
Mel Kahele	20	40	172	5	236	86	37	23	15	112	18	336	4,728	169	4,897
	1.19%	3.81%	13.80%	1.02%	4.06%	4.72%	2.47%	2.91%	2.55%	3.25%	1.12%	15.96%	2.82%	2.74%	2.82%
Lanita Miller	26	54	178	7	253	88	43	31	24	132	30	237	5,349	163	5,512
	1.55%	5.15%	14.28%	1.43%	4.35%	4.83%	2.87%	3.92%	4.08%	3.84%	1.87%	11.25%	3.20%	2.64%	3.18%
Maria Perez	40	72	207	9	371	89	60	31	31	190	32	259	6,968	215	7,183
	2.38%	6.87%	16.61%	1.84%	6.39%	4.89%	4.01%	3.92%	5.27%	5.52%	2.00%	12.30%	4.16%	3.48%	4.14%
REGIONAL V.P.-WESTERN															
*Chuck Mack	363	219	42	131	1116	334	241	153	85	778	442	295	33,379	1,178	34,557
	19.08%	20.07%	3.08%	24.48%	17.47%	16.55%	13.83%	17.30%	12.28%	21.65%	26.65%	14.16%	17.89%	16.67%	17.84%
*Jon Rabine	345	213	37	116	1036	320	227	150	76	748	434	280	31,758	1,095	32,853
	18.13%	19.52%	2.71%	21.68%	16.22%	15.85%	13.03%	16.96%	10.98%	20.82%	26.17%	13.44%	17.02%	15.50%	16.96%
*Jim Santangelo	355	218	43	119	1080	320	231	152	75	796	447	312	32,496	1,121	33,617
	18.66%	19.98%	3.15%	22.24%	16.91%	15.85%	13.26%	17.19%	10.83%	22.16%	26.96%	14.97%	17.42%	15.87%	17.36%
Bob Hasegawa	253	98	270	50	760	275	312	117	129	301	92	229	25,053	1,079	26,132
	13.30%	8.98%	19.80%	9.34%	11.90%	13.62%	17.91%	13.23%	18.64%	8.37%	5.54%	10.99%	13.43%	15.27%	13.49%
Maria Martinez	273	125	295	54	775	295	319	128	144	363	100	210	26,477	1,129	27,606
	14.35%	11.45%	21.64%	10.09%	12.13%	14.61%	18.31%	14.47%	20.80%	10.10%	6.03%	10.08%	14.19%	15.98%	14.25%
Ken Mee	254	99	273	47	691	280	312	123	132	285	87	181	24,593	1,049	25,642
	13.35%	9.07%	20.02%	8.78%	10.82%	13.87%	17.91%	13.91%	19.07%	7.93%	5.24%	8.68%	13.18%	14.85%	13.24%
Raul Lopez	25	53	196	7	262	82	44	25	21	159	24	267	5,464	177	5,641
	1.31%	4.85%	14.38%	1.30%	4.10%	4.06%	2.52%	2.82%	3.03%	4.42%	1.44%	12.81%	2.93%	2.51%	2.91%
Mark Shumar	19	42	173	7	248	85	40	28	23	106	22	269	4,948	154	5,102
	0.99%	3.84%	12.69%	1.30%	3.88%	4.21%	2.29%	3.16%	3.32%	2.95%	1.32%	12.91%	2.65%	2.18%	2.63%
Ed J. Mireles	15	24	34	4	417	27	16	8	7	56	10	40	2,429	83	2,512
	0.78%	2.19%	2.49%	0.74%	6.53%	1.33%	0.91%	0.90%	1.01%	1.55%	0.60%	1.92%	1.30%	1.17%	1.30%

* Elected.

Canadian Region

Local Union	31	69	91	106	132	141	155	213	230	362	395	419	424	464	647
Ballots Counted	1,898	276	355	925	36	259	184	1,605	404	963	122	456	45	418	459
GENERAL PRESIDENT															
*Jim Hoffa	1,153	25	92	90	9	73	71	929	186	604	77	177	15	271	264
	67.30%	15.06%	34.98%	18.48%	26.47%	41.47%	39.44%	63.49%	56.53%	73.92%	66.95%	46.21%	36.58%	73.24%	67.00%
Tom Leedham	428	111	111	316	21	73	103	425	106	128	22	157	23	75	85
	24.98%	66.86%	42.20%	64.88%	61.76%	41.47%	57.22%	29.04%	32.12%	15.66%	19.13%	40.99%	56.09%	20.27%	21.57%
John Metz	132	30	60	81	4	30	6	109	37	85	16	49	3	24	45
	7.70%	18.07%	22.81%	16.63%	11.76%	17.04%	3.33%	7.45%	11.24%	10.40%	13.91%	12.79%	7.31%	6.48%	11.42%
GENERAL SEC. - TREAS.															
*Tom Keegel	1097	22	74	71	8	59	65	859	149	560	66	153	11	260	225
	65.45%	14.37%	29.60%	15.33%	22.85%	35.23%	37.14%	60.23%	50.50%	71.61%	62.85%	42.61%	26.82%	70.65%	60.16%
John McCormick	413	96	99	306	20	64	94	422	101	114	21	146	22	74	86
	24.64%	62.74%	39.60%	66.09%	57.14%	38.32%	53.71%	29.59%	34.23%	14.57%	20.00%	40.66%	53.65%	20.10%	22.99%
Tom Sever	143	34	69	78	5	37	14	118	38	97	15	56	7	28	59
	8.53%	22.22%	27.60%	16.84%	14.28%	22.15%	8.00%	8.27%	12.88%	12.40%	14.28%	15.59%	17.07%	7.60%	15.77%
Kenneth Hollowell	23	1	8	8	2	7	2	27	7	11	3	4	1	6	4
	1.37%	0.65%	3.20%	1.72%	5.71%	4.19%	1.14%	1.89%	2.37%	1.40%	2.85%	1.11%	2.43%	1.63%	1.06%
TRUSTEES															
*Jose Cadiz	1,089	27	77	76	8	55	64	857	149	560	64	155	13	261	223
	23.49%	7.23%	11.80%	7.10%	8.69%	12.82%	14.95%	21.99%	18.81%	25.00%	21.47%	16.21%	12.62%	25.26%	21.77%
*Ron McClain	1,123	23	85	80	11	63	67	899	162	585	74	165	12	268	234
	24.22%	6.16%	13.03%	7.48%	11.95%	14.68%	15.65%	23.06%	20.45%	26.11%	24.83%	17.25%	11.65%	25.94%	22.85%
*John Steger	1,100	22	77	72	9	60	66	873	152	572	67	163	12	265	229
	23.72%	5.89%	11.80%	6.73%	9.78%	13.98%	15.42%	22.40%	19.19%	25.53%	22.48%	17.05%	11.65%	25.65%	22.36%
Dave Eckstein	385	92	92	287	20	62	93	389	90	112	19	144	19	69	78
	8.30%	24.66%	14.11%	26.84%	21.73%	14.45%	21.72%	9.98%	11.36%	5.00%	6.37%	15.06%	18.44%	6.67%	7.61%
Kim Shanahan	437	100	109	304	21	82	102	446	105	138	24	146	25	77	97
	9.42%	26.80%	16.71%	28.43%	22.82%	19.11%	23.83%	11.44%	13.25%	6.16%	8.05%	15.27%	24.27%	7.45%	9.47%
Mel Kahele	154	31	64	72	6	30	7	105	42	74	16	57	5	26	46
	3.32%	8.31%	9.81%	6.73%	6.52%	6.99%	1.63%	2.69%	5.30%	3.30%	5.36%	5.96%	4.85%	2.51%	4.49%
Lanita Miller	165	38	71	83	8	37	9	158	46	104	17	64	7	33	57
	3.55%	10.18%	10.88%	7.76%	8.69%	8.62%	2.10%	4.05%	5.80%	4.64%	5.70%	6.69%	6.79%	3.19%	5.56%
Maria Perez	183	40	77	95	9	40	20	170	46	95	17	62	10	34	60
	3.94%	10.72%	11.80%	8.88%	9.78%	9.32%	4.67%	4.36%	5.80%	4.24%	5.70%	6.48%	9.70%	3.29%	5.85%
AT-LARGE V. P.															
*Randy Cammack	1,117	21	72	83	9	62	66	874	151	582	68	157	13	266	236
	14.24%	3.23%	6.73%	4.33%	5.69%	8.58%	8.52%	13.20%	11.32%	15.67%	13.70%	9.67%	7.87%	15.25%	13.90%
*Chester Glanton	1,098	24	77	80	9	57	68	857	147	565	66	156	12	262	228
	13.99%	3.69%	7.20%	4.18%	5.69%	7.89%	8.78%	12.94%	11.02%	15.21%	13.30%	9.61%	7.27%	15.02%	13.43%
*Tom O'Donnell	1,120	21	86	85	9	71	68	898	159	588	73	161	16	269	231
	14.27%	3.23%	8.04%	4.44%	5.69%	9.83%	8.78%	13.56%	11.92%	15.83%	14.71%	9.92%	9.69%	15.42%	13.61%
*Fred Gagare	1,087	21	71	76	8	55	64	857	153	559	65	157	11	264	228
	13.85%	3.23%	6.64%	3.97%	5.06%	7.61%	8.26%	12.94%	11.47%	15.05%	13.10%	9.67%	6.66%	15.13%	13.43%
*Ralph Taurone	1,094	26	72	77	10	58	65	854	149	559	67	157	13	259	221
	13.94%	4.00%	6.73%	4.02%	6.32%	8.03%	8.39%	12.90%	11.17%	15.05%	13.50%	9.67%	7.87%	14.85%	13.02%
Willie Smith	394	91	101	293	20	69	93	416	94	111	19	141	19	73	82
	5.02%	14.02%	9.44%	15.31%	12.65%	9.55%	12.01%	6.28%	7.05%	2.98%	3.83%	8.69%	11.51%	4.18%	4.83%
Doug Webber	389	92	96	292	19	63	92	404	91	119	18	144	19	74	75
	4.95%	14.17%	8.98%	15.26%	12.02%	8.72%	11.88%	6.10%	6.82%	3.20%	3.62%	8.87%	11.51%	4.24%	4.41%
Diana Kilmury	463	104	111	306	20	80	106	479	108	133	23	156	20	82	97
	5.90%	16.02%	10.38%	15.99%	12.65%	11.08%	13.69%	7.23%	8.10%	3.58%	4.63%	9.61%	12.12%	4.70%	5.71%
John Riojas	382	92	90	289	18	49	95	380	81	103	14	131	18	66	73
	4.86%	14.17%	8.41%	15.10%	11.39%	6.78%	12.27%	5.74%	6.07%	2.77%	2.82%	8.07%	10.90%	3.78%	4.30%
Jack Cox	154	40	71	75	7	41	11	132	54	97	22	62	5	27	54
	1.96%	6.16%	6.64%	3.92%	4.43%	5.67%	1.42%	1.99%	4.05%	2.61%	4.43%	3.82%	3.03%	1.54%	3.18%
Sergio Lopez	144	37	65	77	6	24	8	115	35	78	14	56	6	25	53
	1.83%	5.70%	6.08%	4.02%	3.79%	3.32%	1.03%	1.73%	2.62%	2.10%	2.82%	3.45%	3.63%	1.43%	3.12%
John Green	146	39	73	72	7	42	7	132	48	100	17	59	5	24	54
	1.86%	6.00%	6.82%	3.76%	4.43%	5.81%	0.90%	1.99%	3.60%	2.69%	3.42%	3.63%	3.03%	1.37%	3.18%
Bill Bounds	133	33	60	78	7	30	8	123	39	80	17	51	4	29	47
	1.69%	5.08%	5.61%	4.07%	4.43%	4.15%	1.03%	1.85%	2.92%	2.15%	3.42%	3.14%	2.42%	1.66%	2.76%
Robert Spearman	75	5	20	15	5	16	11	60	11	26	6	23	3	14	14
	0.95%	0.77%	1.87%	0.78%	3.16%	2.21%	1.42%	0.90%	0.82%	0.70%	1.20%	1.41%	1.81%	0.80%	0.82%
C. Sam Theodis	48	3	4	15	4	5	12	38	13	14	7	11	1	10	4
	0.61%	0.46%	0.37%	0.78%	2.53%	0.69%	1.55%	0.57%	0.97%	0.37%	1.41%	0.67%	0.60%	0.57%	0.23%
REGIONAL V. P. - CANADA															
Tom Baldwin	1,101	20	71	63	7	56	65	865	142	561	66	153	12	264	233
	34.88%	4.09%	13.07%	3.76%	14.58%	13.02%	23.89%	33.47%	21.71%	33.15%	32.67%	20.26%	16.43%	36.06%	31.44%
Garnet Zimmerman	1,186	17	69	55	8	52	74	895	131	571	74	149	10	274	223
	37.57%	3.48%	12.70%	3.28%	16.66%	12.09%	27.20%	34.63%	20.03%	33.74%	36.63%	19.73%	13.69%	37.43%	30.09%
Wayne Malsen	99	14	33	30	6	51	27	141	23	43	12	36	8	26	37
	3.13%	2.86%	6.07%	1.79%	12.50%	11.86%	9.92%	5.45%	3.51%	2.54%	5.94%	4.76%	10.95%	3.55%	4.99%
Robert Fletcher	111	17	31	38	8	76	27	135	32	57	12	38	8	30	36
	3.51%	3.48%	5.70%	2.27%	16.66%	17.67%	9.92%	5.22%	4.89%	3.36%	5.94%	5.03%	10.95%	4.09%	4.85%
*Joe McLean	323	211	165	739	9	101	41	269	161	219	19	190	18	68	102
	10.23%	43.23%	30.38%	44.14%	18.75%	23.48%	15.07%	10.41%	24.61%	12.94%	9.40%	25.16%	24.65%	9.28%	13.76%
*Larry McDonald	336	209	174	749	10	94	38	279	165	241	19	189	17	70	110
	10.64%	42.82%	32.04%	44.74%	20.83%	21.86%	13.97%	10.79%	25.22%	14.24%	9.40%	25.03%	23.28%	9.56%	14.84%

* Elected.

Canadian Region

Local Union	834	847	855	879	880	927	931	938	973	979	987	1003	1302	1552	1572
Ballots Counted	9	181	91	646	450	157	840	1,367	307	313	426	5	5	14	2
GENERAL PRESIDENT															
*Jim Hoffa	4	130	13	125	335	40	81	658	33	266	217	1	2	8	1
	50.00%	75.14%	25.49%	36.33%	76.30%	30.30%	20.09%	53.53%	20.37%	87.21%	64.01%	20.00%	50.00%	57.14%	50.00%
Tom Leedham	3	37	28	121	72	62	270	417	101	27	77	3	2	5	1
	37.50%	21.38%	54.90%	35.17%	16.40%	46.96%	66.99%	33.93%	62.34%	8.85%	22.71%	60.00%	50.00%	35.71%	50.00%
John Metz	1	6	10	98	32	30	52	154	28	12	45	1	0	1	0
	12.50%	3.46%	19.10%	28.48%	7.28%	22.72%	12.90%	12.53%	17.28%	3.93%	13.27%	20.00%	0.00%	7.14%	0.00%
GENERAL SEC. - TREAS.															
*Tom Keegel	4	111	8	103	299	29	61	571	25	256	194	1	1	8	-
	50.00%	72.07%	16.66%	31.79%	71.87%	23.38%	15.96%	48.51%	16.66%	85.90%	59.14%	20.00%	25.00%	57.14%	0.00%
John McCormick	2	32	30	109	81	53	253	389	93	30	76	3	2	3	1
	25.00%	20.77%	62.50%	33.64%	19.47%	42.74%	66.23%	33.05%	62.00%	10.06%	23.17%	60.00%	50.00%	21.42%	50.00%
Tom Sever	2	8	10	106	32	39	63	190	28	10	49	1	1	3	1
	25.00%	5.19%	20.83%	32.71%	7.69%	31.45%	16.49%	16.14%	18.66%	3.35%	14.93%	20.00%	25.00%	21.42%	50.00%
Kenneth Hollowell	0	3	0	6	4	3	5	27	4	2	9	0	0	0	0
	0.00%	1.94%	0.00%	1.85%	0.96%	2.41%	1.30%	2.29%	2.66%	0.67%	2.74%	0.00%	0.00%	0.00%	0.00%
TRUSTEES															
*Jose Cadiz	4	113	8	96	297	33	65	566	30	253	193	1	1	7	-
	17.39%	25.85%	6.66%	11.32%	24.68%	9.85%	7.36%	17.96%	8.06%	29.28%	21.34%	10.00%	10.00%	18.91%	0.00%
*Ron McClain	5	117	16	122	317	43	71	629	34	256	204	1	1	8	-
	21.73%	26.77%	13.33%	14.38%	26.35%	12.83%	8.04%	19.96%	9.13%	29.62%	22.56%	10.00%	10.00%	21.62%	0.00%
*John Steger	4	113	7	113	312	37	67	581	27	251	194	1	1	8	2
	17.39%	25.85%	5.83%	13.32%	25.93%	11.04%	7.58%	18.43%	7.25%	29.05%	21.46%	10.00%	10.00%	21.62%	33.33%
Dave Eckstein	2	29	21	90	62	50	230	871	93	27	70	1	2	4	1
	8.69%	6.63%	17.50%	10.61%	5.15%	14.92%	26.04%	11.77%	25.00%	3.12%	7.74%	10.00%	20.00%	10.81%	16.66%
Kim Shanahan	3	36	32	123	91	63	250	445	97	34	82	2	3	5	2
	13.04%	8.23%	26.66%	14.50%	7.56%	18.80%	28.31%	14.12%	26.07%	3.93%	9.07%	20.00%	30.00%	13.51%	33.33%
Mel Kahela	1	3	8	92	31	32	52	155	22	12	46	1	-	1	1
	4.34%	0.68%	6.66%	10.84%	2.57%	9.55%	5.88%	4.91%	5.91%	1.38%	5.08%	10.00%	0.00%	2.70%	16.66%
Lanita Miller	2	11	12	105	44	36	69	190	27	16	55	1	1	1	0
	8.69%	2.51%	10.00%	12.38%	3.65%	10.74%	7.81%	6.02%	7.25%	1.85%	6.08%	10.00%	10.00%	2.70%	0.00%
Maria Perez	2	15	16	107	49	41	79	214	42	15	60	2	1	3	0
	8.69%	3.43%	13.33%	12.61%	4.07%	12.23%	8.94%	6.79%	11.29%	1.73%	6.63%	20.00%	10.00%	8.10%	0.00%
AT-LARGE V. P.															
*Randy Cammack	4	111	9	106	314	41	66	595	26	256	196	1	2	8	-
	11.11%	15.14%	4.50%	7.69%	15.54%	7.45%	4.22%	11.14%	3.97%	17.63%	12.92%	6.25%	9.52%	13.11%	0.00%
*Chester Ganton	4	112	6	108	305	35	59	577	24	252	194	1	2	7	1
	11.11%	15.27%	3.00%	7.84%	15.09%	6.36%	3.77%	10.80%	3.66%	17.35%	12.79%	6.25%	9.52%	11.47%	10.00%
*Tom O'Donnell	5	116	16	119	316	41	79	618	39	260	208	1	2	8	-
	13.88%	15.82%	8.00%	8.64%	15.64%	7.45%	5.05%	11.57%	5.96%	17.90%	13.72%	6.25%	9.52%	13.11%	0.00%
*Fred Gegare	4	112	5	101	303	31	59	559	27	249	192	1	1	7	-
	11.11%	15.27%	2.50%	7.33%	15.00%	5.63%	3.77%	10.46%	4.12%	17.14%	12.66%	6.25%	4.76%	11.47%	0.00%
*Ralph Taurone	4	110	8	104	307	32	64	567	28	251	194	1	1	7	1
	11.11%	15.00%	4.00%	7.55%	15.19%	5.81%	4.09%	10.61%	4.28%	17.28%	12.79%	6.25%	4.76%	11.47%	10.00%
Willie Smith	2	28	26	103	78	56	238	399	91	29	74	1	2	4	1
	5.55%	3.81%	13.00%	7.48%	3.86%	10.18%	15.23%	7.47%	13.91%	1.99%	4.88%	6.25%	9.52%	6.55%	10.00%
Doug Webber	2	35	26	100	69	50	237	395	94	29	68	1	2	4	1
	5.55%	4.77%	13.00%	7.26%	3.41%	9.09%	15.17%	7.39%	14.37%	1.99%	4.48%	6.25%	9.52%	6.55%	10.00%
Diana Kilmury	3	32	28	129	91	64	261	462	102	33	85	3	4	4	2
	8.33%	4.36%	14.00%	9.36%	4.50%	11.63%	16.70%	8.65%	15.59%	2.27%	5.60%	18.75%	19.04%	6.55%	20.00%
John Riojas	2	27	18	90	63	46	230	346	94	27	62	1	2	4	1
	5.55%	3.68%	9.00%	6.53%	3.11%	8.36%	14.72%	6.47%	14.37%	1.85%	4.08%	6.25%	9.52%	6.55%	10.00%
Jack Cox	2	10	14	102	42	38	65	184	29	16	61	1	-	1	1
	5.55%	1.36%	7.00%	7.40%	2.07%	6.90%	4.16%	3.44%	4.43%	1.10%	4.02%	6.25%	0.00%	1.63%	10.00%
Sergio Lopez	1	11	8	86	35	27	63	158	32	12	50	1	-	3	-
	2.77%	1.50%	4.00%	6.24%	1.73%	4.90%	4.03%	2.95%	4.89%	0.82%	3.29%	6.25%	0.00%	4.91%	0.00%
John Green	2	9	17	110	37	39	62	195	23	15	54	1	1	1	0
	5.55%	1.22%	8.50%	7.98%	1.83%	7.09%	3.96%	3.65%	3.51%	1.03%	3.56%	6.25%	4.76%	1.63%	0.00%
Bill Bounds	1	8	10	96	34	33	58	162	27	13	51	1	2	3	1
	2.77%	1.09%	5.00%	6.97%	1.68%	6.00%	3.71%	3.03%	4.12%	0.89%	3.36%	6.25%	9.52%	4.91%	10.00%
Robert Spearman	0	7	8	14	17	12	14	82	11	7	18	1	0	0	0
	0.00%	0.95%	4.00%	1.01%	0.84%	2.18%	0.89%	1.53%	1.68%	0.48%	1.18%	6.25%	0.00%	0.00%	0.00%
C. Sam Theodous	0	5	1	9	9	5	7	41	7	3	9	0	0	0	1
	0.00%	0.68%	0.50%	0.65%	0.44%	0.90%	0.44%	0.76%	1.07%	0.20%	0.59%	0.00%	0.00%	0.00%	10.00%
REGIONAL V. P. - CANADA															
Tom Baldwin	4	114	11	90	312	38	63	548	16	252	184	2	1	7	1
	44.44%	39.17%	7.91%	8.11%	40.41%	16.96%	4.19%	24.88%	2.91%	44.91%	26.13%	25.00%	25.00%	30.43%	25.00%
Garnet Zimmerman	5	110	11	94	317	35	54	536	18	250	185	1	1	6	1
	55.55%	37.80%	7.91%	8.47%	41.06%	15.62%	3.59%	24.34%	3.28%	44.56%	26.27%	12.50%	25.00%	26.08%	25.00%
Wayne Malsen	-	21	10	37	30	22	31	322	16	14	42	2	-	2	-
	0.00%	7.21%	7.19%	3.33%	3.88%	9.82%	2.06%	14.62%	2.91%	2.49%	5.96%	25.00%	0.00%	8.69%	0.00%
Robert Fletcher	-	14	7	38	41	23	39	259	17	16	40	1	-	4	-
	0.00%	4.81%	5.03%	3.42%	5.31%	10.26%	2.59%	11.76%	3.10%	2.85%	5.68%	12.50%	0.00%	17.39%	0.00%
*Joe McLean	0	15	49	451	37	51	655	272	237	15	0	1	1	3	1
	0.00%	5.15%	35.25%	40.66%	4.79%	22.76%	43.63%	12.35%	43.24%	2.67%	0.00%	12.50%	25.00%	13.04%	25.00%
*Larry McDonald	0	17	51	399	35	55	659	265	244	14	0	1	1	1	1
	0.00%	5.84%	36.69%	35.97%	4.53%	24.55%	43.90%	12.03%	44.52%	2.49%	0.00%	12.50%	25.00%	4.34%	25.00%

* Elected.

Canadian Region

Local Union	1655	1688	1880	1985	1999	Total										
Ballots Counted	30	42	20	16	3,273	15,599										
GENERAL PRESIDENT																
*Jim Hoffa	1	39	9	5	182	6,186										
	7.14%	92.85%	50.00%	55.55%	15.15%	52.31%										
Tom Leedham	7	1	5	3	775	4,201										
	50.00%	2.38%	27.77%	33.33%	64.52%	35.53%										
John Metz	6	2	4	1	244	1,438										
	42.85%	4.76%	22.22%	11.11%	20.31%	12.16%										
GENERAL SEC. - TREAS.																
*Tom Keegel	-	33	8	8	134	5,528										
	0.00%	84.61%	47.05%	42.85%	12.13%	48.99%										
John McCormick	6	2	4	-	714	3,961										
	46.15%	5.12%	23.52%	0.00%	64.67%	35.11%										
Tom Sever	7	3	5	4	243	1,603										
	53.84%	7.69%	29.41%	57.14%	22.01%	14.21%										
Kenneth Hollowell	0	1	0	0	13	191										
	0.00%	2.56%	0.00%	0.00%	1.17%	1.69%										
TRUSTEES																
*Jose Cadiz	-	32	8	5	153	5,543										
	0.00%	28.82%	15.38%	20.00%	5.77%	18.42%										
*Ron McClain	-	35	11	4	170	5,895										
	0.00%	31.53%	21.15%	16.00%	6.41%	19.59%										
*John Steger	-	33	8	5	141	5,644										
	0.00%	29.72%	15.38%	20.00%	5.31%	18.75%										
Dave Eckstein	7	2	3	2	691	3,709										
	20.58%	1.80%	5.76%	8.00%	26.06%	12.32%										
Kim Shanahan	7	4	6	2	720	4,220										
	20.58%	3.60%	11.53%	8.00%	27.15%	14.02%										
Mel Kahele	5	2	4	2	218	1,423										
	14.70%	1.80%	7.69%	8.00%	8.22%	4.73%										
Lanita Miller	8	1	7	1	272	1,756										
	23.52%	0.90%	13.46%	4.00%	10.26%	5.83%										
Maria Perez	7	2	5	4	286	1,908										
	20.58%	1.80%	9.61%	16.00%	10.78%	6.34%										
AT-LARGE V. P.																
*Randy Cammack	-	32	8	3	153	5,708										
	0.00%	17.67%	9.52%	7.69%	3.31%	11.18%										
*Chester Ganton	-	33	11	3	143	5,583										
	0.00%	18.23%	13.09%	7.69%	3.10%	10.94%										
*Tom O'Donnell	-	34	8	3	171	5,899										
	0.00%	18.78%	9.52%	7.69%	3.70%	11.56%										
*Fred Gegare	1	32	9	4	133	5,506										
	1.81%	1769.00%	10.71%	10.25%	2.88%	10.79%										
*Ralph Taurone	1	33	9	5	135	5,543										
	1.81%	18.23%	10.71%	12.82%	2.92%	10.86%										
Willie Smith	6	2	4	2	715	3,877										
	10.90%	1.10%	4.76%	5.12%	15.50%	7.60%										
Doug Webber	7	2	3	3	683	3,798										
	12.72%	1.10%	3.57%	7.69%	14.81%	7.44%										
Diana Kilmury	8	4	6	2	737	4,348										
	14.54%	2.20%	7.14%	5.12%	15.98%	8.52%										
John Riojas	8	2	4	-	690	3,598										
	14.54%	1.10%	4.76%	0.00%	14.96%	7.05%										
Jack Cox	5	2	4	4	248	1,681										
	9.09%	1.10%	4.76%	10.25%	5.37%	3.29%										
Sergio Lopez	7	1	5	2	247	1,492										
	12.72%	0.55%	5.95%	5.12%	5.35%	2.92%										
John Green	6	2	6	2	254	1,661										
	10.90%	1.10%	7.14%	5.12%	5.50%	3.25%										
Bill Bounds	5	2	4	4	232	1,486										
	9.09%	1.10%	4.76%	10.25%	5.03%	2.91%										
Robert Spearman	0	0	3	1	47	546										
	0.00%	0.00%	3.57%	2.56%	1.01%	1.07%										
C. Sam Theodius	1	0	0	1	23	311										
	1.81%	0.00%	0.00%	2.56%	0.49%	0.61%										
REGIONAL V. P. - CANADA																
Tom Baldwin	-	34	8	3	134	5,501										
	0.00%	45.33%	25.00%	12.00%	2.18%	19.50%										
Garnet Zimmerman	-	34	9	2	111	5,568										
	0.00%	45.33%	28.12%	8.00%	1.80%	19.74%										
Wayne Malsen	1	1	3	2	64	1,206										
	1.85%	1.33%	9.37%	8.00%	1.04%	4.28%										
Robert Fletcher	1	-	3	1	71	1,231										
	1.85%	0.00%	9.37%	4.00%	1.15%	4.36%										
*Joe McLean	27	3	4	8	2875	7,340										
	50.00%	4.00%	12.50%	32.00%	46.87%	26.02%										
*Larry McDonald	25	3	5	9	2878	7,363										
	46.29%	4.00%	15.62%	36.00%	46.92%	26.10%										

Auditor's Report Details Significant Drop in Union Funds

Over the course of the past seven years, the International Brotherhood of Teamsters' finances have endured significant abuse and mismanagement. From 1991 until 1998, Teamster assets declined from \$154 million to \$3.2 million - a drop of 98 percent. During the same period, the Carey administration spent more than \$700 million - which includes more than \$80 million annually in operating revenues. The 1998 Financial Report details the final year of the Carey administration's financial control.

While most organizations complete an annual budget that guides and control the finances, the Carey administration neglected to create a budget. Instead it instituted a "spending plan" that guaranteed deficits and contained no mechanism for tracking how dues were spent.

"The previous administration instituted a structural spending program that guaranteed deficits," said James P. Hoffa, General President. "There was no accountability in the budgetary process. There were no ramifications for overspending, and there was no tracking of spending."

Additionally, the state of the finances reflects Ron Carey's scheme to funnel dues money into his 1996 re-election campaign. Carey was later barred from holding Teamsters' office in 1997.

Rebuilding the Teamsters

Immediately after taking office, the new General Executive Board commissioned an internal audit to assess the damage. Since the completion of the report, the

GEB has initiated significant budgetary reforms. The GEB laid out five key areas to address during the first phase of the reform.

1. Reduce Staff Expenditures
2. Revamp the Internal Communications and Telephone System
3. Upgrade the Check Processing System
4. Renegotiate Insurance Contracts
5. Sell the Luxury Condominium owned by the International Union.

In addition to balancing the budget, the current administration is committed to rebuilding Teamster finances without increasing member dues. It is the mission of the Teamsters to fight for

better contracts and laws to protect working people. The union must be in a strong financial position to win this fight.

"We are repairing years of financial mismanagement and pure carelessness," said Tom Keegel, General Secretary-Treasurer. "The Teamsters' assets should be invested and protected in a continual effort to build for growth. Our administration wants to regenerate that income and build for the future of the union."

The following report summarizes the International Union's finances for the year ending December 31, 1998. The report reflects only the finances of the International Union and not those of the joint councils or locals.

THOMAS
HAVEY
LLP

REPORT OF INDEPENDENT AUDITORS

James P. Hoffa, General President
C. Thomas Keegel, General Secretary Treasurer
Members of the General Executive Board
International Brotherhood of Teamsters
Washington, DC

We have audited the accompanying consolidated balance sheet of the International Brotherhood of Teamsters (the International Union) as of December 31, 1998 and the related consolidated statements of activities and of cash flows for the year then ended. These financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the International Brotherhood of Teamsters as of December 31, 1998 and the results of its operations and cash flows for the year then ended, in conformity with generally accepted accounting principles.

March 26, 1999

Thomas Havey LLP

CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

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*International Brotherhood of Teamsters Consolidated Balance Sheet***DECEMBER 31, 1998**

	GENERAL FUND	SPECIAL ORGANIZING FUND	DEFENSE FUND	TOTAL ALL FUNDS
ASSETS				
Cash	\$ 5,661,243	\$ 674,779	\$ 53,287	\$ 6,389,309
Accounts receivable	9,496,559	—	—	9,496,559
Inventories	404,831	—	—	404,831
Accrued investment income	448,330	553	214	449,097
Prepaid expenses	174,274	—	—	174,274
Investment in debt and equity securities	58,674,235	731,076	—	59,405,311
Investment in first trust notes - affiliates	4,058,083	—	—	4,058,083
Fixed assets - net	7,996,242	—	—	7,996,242
Deposits	140,688	—	—	140,688
Total assets	\$ 87,054,485	\$ 1,406,408	\$ 53,501	\$ 88,514,394
LIABILITIES AND NET ASSETS				
Accounts payable and accrued expenses	\$ 12,827,473	\$ —	\$ —	\$ 12,827,473
Deferred revenue	1,932,978	—	—	1,932,978
Estimated liability for claims incurred but not reported and claims payable	1,149,000	—	—	1,149,000
Interfund (receivable) payable	(18,822,336)	1,298,647	17,523,689	—
Loans payable	5,480,523	—	—	5,480,523
The Teamsters Affiliates Pension Fund liability	20,394,866	—	—	20,394,866
Retirement and Family Protection Plan liability	17,186,807	—	—	17,186,807
Accrued postretirement health care benefits cost	25,391,157	—	—	25,391,157
Total liabilities	65,540,468	1,298,647	17,523,689	84,362,804
Unrestricted net assets (deficit)	21,514,017	107,761	(17,470,188)	4,151,590
Total liabilities and net assets	\$ 87,054,485	\$ 1,406,408	\$ 53,501	\$ 88,514,394

International Brotherhood of Teamsters Consolidated Statement of Activities

DECEMBER 31, 1998

	GENERAL FUND	SPECIAL ORGANIZING FUND	DEFENSE FUND	TOTAL ALL FUNDS
REVENUE				
Per capita	\$ 83,012,079	\$ —	\$ —	\$ 83,012,079
Initiation fees	568,515	—	—	568,515
Investment income - net	3,336,653	354,251	2,297	3,693,201
Sale of supplies - net	60,685	—	—	60,685
Other	743,962	—	—	743,962
Total revenue	87,721,894	354,251	2,297	88,078,442
EXPENSES				
Administrative, office and general	17,816,892	—	—	17,816,892
Divisional and departmental	24,544,909	—	—	24,544,909
National headquarters building	3,521,185	—	—	3,521,185
Affiliation fees	9,086,733	—	—	9,086,733
Organizing expenses	1,768,811	5,395,845	—	7,164,656
Per capita to conference	2,806,120	—	—	2,806,120
Legislative and political education	1,796,604	—	—	1,796,604
Legal fees, judgments, suits and settlements	5,077,034	—	—	5,077,034
Communications	1,300,546	—	—	1,300,546
Teamster Magazine expense	1,838,602	—	—	1,838,602
Teamsters Affiliates Pension Fund	(5,426,320)	—	—	(5,426,320)
Officers and employees retirement plans	3,318,488	—	—	3,318,488
Net periodic postretirement benefit	889,924	—	—	889,924
Amortization of accumulated postretirement benefit transition obligation	1,572,300	—	—	1,572,300
Civil RICO expenses	7,564,160	—	—	7,564,160
Member benefits	3,133,440	—	(11,000)	3,122,440
Interest expense	—	—	374,828	374,828
Total expenses	80,609,428	5,395,845	363,828	86,369,101
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	7,112,466	(5,041,594)	(361,531)	1,709,341
UNRESTRICTED NET ASSETS				
Beginning of year - prior to restatement	15,418,551	5,149,355	(17,108,657)	3,459,249
Prior period adjustment - estimated liability for claims incurred but not reported and claims payable	(1,017,000)	—	—	(1,017,000)
Beginning of year - after restatement	14,401,551	5,149,355	(17,108,657)	2,442,249
End of year	\$ 21,514,017	\$ 107,761	\$ (17,470,188)	\$ 4,151,590

International Brotherhood of Teamsters Consolidated Statement Of Cash Flows

DECEMBER 31, 1998

	GENERAL FUND	SPECIAL ORGANIZING FUND	DEFENSE FUND	TOTAL ALL FUNDS
CASH FLOWS PROVIDED BY (USED IN) OPERATING ACTIVITIES				
Cash received from				
Affiliated conferences, joint councils and local unions	\$ 84,149,741	\$ —	\$ —	\$ 84,149,741
Investment income	3,986,887	299,788	2,263	4,288,938
Grant reimbursements	3,546,782	—	—	3,546,782
Transfer from General Fund	—	—	374,828	374,828
Transfer from Special Organizing Fund	5,920,396	—	—	5,920,396
Food service income	87,933	—	—	87,933
Department of Justice Fund	4,016,827	—	—	4,016,827
Other revenue and reimbursements	4,077,647	—	—	4,077,647
Net cash received	105,786,213	299,788	377,091	106,463,092
Cash disbursed to				
Service providers, suppliers, vendors and others	(41,707,758)	—	(363,828)	(42,071,586)
Employees and government agencies for withholdings	(29,704,271)	—	—	(29,704,271)
AFL-CIO and other labor organizations	(9,170,762)	—	—	(9,170,762)
Affiliated conferences, joint councils and local unions	(4,345,673)	—	—	(4,345,673)
Members for benefits under Strike Benefit Assistance Program	(3,133,440)	—	—	(3,133,440)
Transfer to General Fund	—	(5,920,396)	—	(5,920,396)
Payments to Election Officer - Department of Justice	(4,016,827)	—	—	(4,016,827)
Payments to Election Officer - IBT Contribution	(2,000,000)	—	—	(2,000,000)
Transfer to Defense Fund	(374,828)	—	—	(374,828)
Net cash used	(94,453,559)	(5,920,396)	(363,828)	(100,737,783)
Net cash provided by (used in) operating activities	11,332,654	(5,620,608)	13,263	5,725,309
CASH FLOWS PROVIDED BY (USED IN) INVESTING ACTIVITIES				
Purchase of investments net of proceeds from sales or redemption	189,077,408	12,776,698	—	201,854,106
Purchase of investments	(201,010,101)	(7,442,478)	—	(208,452,579)
Proceeds from sale of fixed assets	251,250	—	—	251,250
Purchase of fixed assets	(222,711)	—	—	(222,711)
Payment of loans by affiliates	2,244,394	—	—	2,244,394
Loans to affiliates	(200,000)	—	—	(200,000)
Net cash provided by (used in) investing activities	(9,859,760)	5,334,220	—	(4,525,540)
CASH FLOWS USED IN FINANCING ACTIVITIES				
Payments on loans	(2,305,284)	—	—	(2,305,284)
Effect of exchange rate changes on cash	(86,687)	—	—	(86,687)
Net increase (decrease) in cash	(919,077)	(286,388)	13,263	(1,192,202)
Cash at beginning of year	6,580,320	961,167	40,024	7,581,511
Cash at end of year	\$ 5,661,243	\$ 674,779	\$ 53,287	\$ 6,389,309

For the purposes of the cash flows statement, cash is defined as cash held in bank checking and depository accounts.

International Brotherhood of Teamsters Consolidated Statement Of Cash Flows (continued)

DECEMBER 31, 1998

	GENERAL FUND	SPECIAL ORGANIZING FUND	DEFENSE FUND	TOTAL
RECONCILIATION OF INCREASE (DECREASE) IN NET ASSETS				
TO NET CASH FROM OPERATING ACTIVITIES				
Change in net assets	\$ 7,112,465	\$ (5,041,594)	\$ (361,531)	\$ 1,709,340
Prior period adjustment	(1,017,000)	—	—	(1,017,000)
Net appreciation of investments	(1,098,857)	(146,572)	—	(1,245,429)
Depreciation expense	727,206	—	—	727,206
Net loss from effect of exchange rate	434,091	—	—	434,091
Decrease in due from other funds	577	—	—	577
Increase in accounts receivable	(1,247,276)	—	—	(1,247,276)
Decrease in inventories	124,566	—	—	124,566
Decrease (increase) in accrued investment income	270,043	92,109	(34)	362,118
Decrease in deposits	212,261	—	—	212,261
Decrease in prepaid expenses	127,833	—	—	127,833
Increase in accounts payable, accrued expenses and withholding	4,033,630	—	—	4,033,630
Increase in incurred but not reported liability	1,149,000	—	—	1,149,000
Decrease in The Teamsters Affiliates Pension Plan liability	(5,426,320)	—	—	(5,426,320)
Increase in Retirement Family Protection Plan liability	3,318,488	—	—	3,318,488
Increase in postretirement benefit obligation	2,462,224	—	—	2,462,224
Decrease (increase) in due from Special Organizing Fund/due to General Fund resulting from operating activity	524,551	(524,551)	—	—
(Increase) decrease in due from Defense Fund/due to General Fund resulting from operating activity	(374,828)	—	374,828	—
Net cash provided by (used for) operating activities	\$ 11,332,654	\$ (5,620,608)	\$ 13,263	\$ 5,725,309

For the purposes of the cash flows statement, cash is defined as cash held in the bank checking and depository accounts.

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

METHOD OF ACCOUNTING — The financial statements have been prepared using the accrual basis of accounting.

FUND ACCOUNTING — The International Union records its transactions in the three funds described below:

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by the other two funds. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation.

Special Organizing Fund - Established in 1992 to organize and recruit new members.

Defense Fund - The Defense Fund was created in 1969 to segregate monies designated for payment of out-of-work benefits to members on strike.

In 1991, delegates to the I.B.T. Convention voted to increase weekly strike benefits from \$45 or \$55 per week to \$200 per week. However, no mechanism was established to pay for increased strike benefits. The new rates became effective in July 1991, and average monthly payments increased significantly. In addition, the International Union paid approximately \$30 million in out-of-work benefits to members involved in the National Master Freight strike in April 1994. As a result, the net assets had been reduced to a deficit. The deficit was funded, in part, by the transfer of loan proceeds, which were obtained by the International Union as discussed in Note 16. Effective June 1, 1994, the International Union ceased paying out-of-work benefits from the Defense Fund. In 1995, the General Executive Board approved the establishment of the Strike Benefit Assistance Program to provide assistance to members out of work as a result of a strike or lock-out at a rate of \$55 per week, effective September 1, 1995. Benefits under this program are being paid from the General Fund.

Cash - Cash consists of money market and demand deposit accounts.

Investments - Investments are reported at their aggregate fair value. The fair value of investments in corporate stocks, corporate obligations, U.S. Government and Government Agency obligations, Canadian Government securities and mutual funds are determined by quoted market prices. Temporary investments are valued at cost, which approximates fair value.

Fixed Assets - Fixed assets are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed currently. Depreciation and amortization expense is computed using the straight-line method over the following estimated useful lives of the assets:

Building and improvements	6-50 years
Other real estate	20 years
Data processing equipment	9-10 years
Office equipment and capitalized software	5-10 years
Furniture and fixtures	6-10 years
Automobiles	3 years

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the Consolidated Balance Sheet are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the Consolidated Statement of Activities.

Funds received and disbursed in Canada are stated in Canadian dollars without considering exchange rates when reported in the revenue and expenses included in the Consolidated Statement of Activities. However, the increase in unrestricted net assets in the Consolidated Statement of Activities is adjusted to the U.S. dollar equivalent.

Use of Estimates in the Preparation of Financial Statements - The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

reported amounts of revenue and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Financial Presentation - The International Union's financial statements present its net assets, revenues, expenses, gains and losses, classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions. For the year ended December 31, 1998 all of the net assets and activities of the International Union were classified as unrestricted.

NOTE 3. TAX STATUS

The International Union is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Teamsters National Headquarters Building Corporation are fully reimbursed by the International Union, resulting in no net income or loss. Accordingly, no provision has been made for federal income taxes.

NOTE 4. ACCOUNTS RECEIVABLE

Accounts receivable at December 31, 1998 consist of the following:

Per capita and initiation fees	\$ 6,972,275
Unsecured notes receivable	1,095,879
Unsecured loans receivable	1,516,846
Grants receivable	478,000
Trade receivables	777,440
Surety bonds receivable	10,851
Due from DRIVE Fund	6,275
Due from Retirement and Family Protection Plan	8,339
	<u>10,865,905</u>
Less allowance for doubtful accounts	<u>(1,369,346)</u>

\$ 9,496,559

NOTE 5. UNINSURED CASH BALANCES

The International Union maintains its cash accounts primarily with banks located in Washington, D.C. The total cash balances are insured by the Federal Deposit Insurance Corporation up to \$100,000 per bank. The International has cash balances on deposit at December 31, 1998 that exceed the balance insured by the FDIC by approximately \$766,000.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$60,000. At December 31, 1998, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$2,436,000 in Canadian dollars.

NOTE 6. INVESTMENTS

The fair values of investments held by the International Union at December 31, 1998 are summarized below:

	General Fund	Special Organizing Fund	Total
Commercial paper	\$ 19,251,432	\$ 424,749	\$ 19,676,181
Common stock	63,953	306,327	370,280
Corporate bonds	505,625	—	505,625
Government agency securities	36,871,414	—	36,871,414
Mutual funds	263,707	—	263,707
Foreign obligations	655,134	—	655,134
U.S. Treasury securities	1,062,970	—	1,062,970
Total investments	<u>\$ 58,674,235</u>	<u>\$ 731,076</u>	<u>\$ 59,405,311</u>

Investment income for the year ended December 31, 1998 consists of the following:

	General Fund	Special Organizing Fund	Defense Fund	Total
Interest and dividends	\$ 2,685,584	\$ 207,679	\$ 2,297	\$ 2,895,560
Net gain and losses	668,845	146,572	—	815,417
Other	<u>(17,776)</u>	—	—	<u>(17,776)</u>
Net investment income	<u>\$ 3,336,653</u>	<u>\$ 354,251</u>	<u>\$ 2,297</u>	<u>\$ 3,693,201</u>

NOTE 7. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for purchase or development of real estate. These loans are secured by the real estate and are carried at unpaid principal balance less an allowance for uncollectible accounts.

The carrying value of the loans at December 31, 1998 was \$4,058,083.

NOTE 8. FIXED ASSETS

Fixed assets held by the International Union at December 31, 1998 consist of the following:

Data processing equipment	\$ 14,328,539
Headquarters buildings	12,188,695
Equipment	3,851,541
Furniture and fixtures	2,375,399
Land - headquarters	794,117
Land and building - other	104,000
Automobiles	113,633
Capitalized software	<u>1,184,982</u>
	<u>34,940,906</u>
Less accumulated depreciation	<u>(26,944,664)</u>

Net fixed assets \$ 7,996,242

Depreciation expense was \$727,206 for the year ended December 31, 1998.

NOTE 9. THE TEAMSTERS AFFILIATES PENSION FUND

The Teamster Affiliates Pension Fund provides defined benefits to eligible officers and employees of the International Union's affiliates. The International Brotherhood of Teamsters reports in accordance with Statement of Financial Accounting Standards No. 87 and 132, "Employer's Accounting for Pensions." Contributions to the Fund are made by the International Union based on the advice of consulting actuaries.

On October 31, 1994, the General Executive Board elected to curtail the fund effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the fund was amended to allow the affiliates to contribute on behalf of their members. For those participants whose affiliates are contributing, benefits have not been frozen.

In computing the net periodic pension cost to be recognized for the year ended December 31, 1998, the consulting actuary used the following assumptions:

Discount rate	7.00%
Rate of increase in future compensation	6.00
Long-term rate of return on plan assets	8.00
Inflation rate	4.50

Other information includes:

Benefit cost	\$ (5,426,320)
Employer contributions	—
Plan participants' contributions	—
Benefits paid	<u>\$ 47,397,450</u>

The funded status of the fund as of December 31, 1998 as determined by the actuary, is as follows:

Benefit obligation	\$ 628,647,683
Fair value of plan assets	<u>670,370,957</u>

Funded status \$ 41,723,274

Amendments during the year to the plan, resulting from a change in actuarial assumptions from an updated mortality table, increased the pension benefit obligation by \$49,780,647. The merger with the Eastern Conference effective December 31, 1997 increased the benefit obligation by \$5,936,193.

When the International Union first adopted SFAS No. 87 and 132, a net asset was established to the extent fund assets exceeded the projected benefit obligations. The transition asset is amortized over a 15-year period.

NOTE 10. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan, a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Pension Plan. Benefits provided by this plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

NOTE 10. RETIREMENT AND FAMILY PROTECTION PLAN (continued)

In computing net periodic pension costs to be recognized for the year ended December 31, 1998, the consulting actuary used the following assumptions:

Discount rate	7.00%
Rate of increase in future compensation	6.00
Long-term rate of return on plan assets	8.00
Inflation rate	4.50

Other information includes:

Benefit cost	\$ 3,318,488
Employer contributions	—
Plan participants' contributions	—
Benefits paid	\$ 6,699,243

The funded status of the plan as of December 31, 1998 as determined by the actuary, is as follows:

Benefit obligation	\$ 59,298,863
Fair value of plan assets	<u>50,243,097</u>
Funded status	<u>\$ (9,055,766)</u>

Amendments during the year to the plan, resulting from a change in actuarial assumptions from an updated mortality table, increased the pension benefit obligation by \$272,399. A decrease in the actuarial assumption of discount period caused an increase in the amount of interest due and resulted in an increase of the pension benefit obligation by \$2,815,756.

NOTE 11. TEAMSTER NATIONAL 401(K) SAVING PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan. Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the plan through payroll deductions. Participants may contribute up to 15% of their pretax salaries and an additional 5% of aftertax salaries. The International Union, as a Plan sponsor, does not contribute to the plan and assumes no liability for the plan's administrative costs.

NOTE 12. RELATED ORGANIZATIONS

The International Union has four related entities which are a political and, education and legislative fund (a separate, segregated fund of the International Union), two defined benefit pension plans, and a defined contribution plan.

Committee for Democratic Republican Independent Voter Education
Teamsters Affiliates Pension Fund
Retirement and Family Protection Plan
Teamsters National (401) K Savings Plan

The International Union contributes certain administrative services to these entities, the fair value of which is not readily determinable. The financial activity of these four organizations is not included in the accompanying financial statements.

NOTE 13. POSTRETIREMENT BENEFITS

The International Union also provides certain health and life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

Based on transition provisions of Statement No. 106, the accumulated postretirement benefit obligation at the date of adoption may be recognized as the cumulative effect of an accounting change in the period of the adoption or may be delayed and amortized over a period of up to 20 years as a component of net periodic postretirement benefit cost. The International Union elected to amortize the initial postretirement benefit obligation of \$32,188,200 over a period of 20 years.

In computing the net periodic postretirement costs for the year ended December 31, 1998, the consulting actuary used the following assumptions:

Assumptions used to value the accumulated postretirement benefit obligation:	
Health care cost trend (reducing by 0.50% per year to an ultimate rate of 4.5% in 2008)	9.50%
Discount rate	6.75%

The funded status of the plan as of December 31, 1998 as determined by the actuary, is as follows:

Accumulated postretirement benefit obligation	\$ 29,005,462
Plan assets at fair value	<u>—</u>
Fully eligible active participants	<u>\$ 29,005,462</u>
Accrued postretirement liability	<u>\$ 25,391,157</u>

The above amounts include an accumulated post retirement benefit obligation and accrued post retirement liability of \$1,536,742 and \$770,391 for retirees of the former Eastern Conference of Teamsters and former Western Conference of Teamsters, respectively.

The net periodic postretirement benefit cost for the plan for the year ended December 31, 1998 as determined by the actuary, is as follows:

Service cost	\$ 1,239,307
Interest cost	1,636,951
Amortization of gain	(1,022,917)
Employer contributions	<u>(963,417)</u>
	889,924

Amortization of transition obligation as elected over 20 years	<u>1,572,300</u>
Postretirement benefits cost	<u>\$ 2,462,224</u>

NOTE 14. ACCRUED LEAVE

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a \$1,900,000 liability representing accumulated future absences of its employees through the year ended December 31, 1998, which is included under "accounts payable and accrued expenses."

NOTE 15. YEAR 2000 DATE CONVERSION

Like all entities, the International Union is exposed to risks associated with the Year 2000 Issue, which affect computer software and hardware; transactions with vendors and other entities; and equipment dependent on microchips. The International Union has begun the process of identifying and remediating potential Year 2000 problems. However, it is not possible for any entity to guarantee the results of its own remediation efforts or to accurately predict the impact of the Year 2000 Issue on third parties with whom the International Union does business. If remediation efforts of the International Union or third parties with whom it does business are not successful, the Year 2000 problem could have negative effects on the International Union in the near term.

NOTE 16. LOANS PAYABLE

The International Union received three \$5,000,000 loans in April 1994, each with an interest rate of 6.5%. Interest on the first two loans is payable monthly, beginning June 1, 1994. Monthly principal and interest installments of \$102,192 were due beginning September 1, 1994 through May 1, 1999. The loans are collateralized by the International Union's current and future accounts receivable.

In 1995, the International Union received \$974,999 in non-recourse loans.

At December 31, 1998, the loan balances were as follows:

AFL-CIO	\$ 3,500,000
United Mineworkers	502,762
United Autoworkers	502,762
Other - non-recourse loans	<u>974,999</u>
	<u>\$ 5,480,523</u>

Interest expense for the year ended December 31, 1998 was \$374,828.

The loan payable to AFL-CIO of \$3,500,000 is not current at December 31, 1998. Principal of \$1,500,000 was forgiven and interest payments on the outstanding balance through February 28, 1996 were also waived. The International Union has requested the AFL-CIO to consider forgiving the remaining outstanding balance of the loan. The AFL-CIO's Executive Council has reviewed the request and has agreed not to demand immediate repayment of the principal and current interest due. No payments have been made on the loan during the year ended December 31, 1998. No resolution has been finalized.

NOTE 17. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues. None of this litigation involves any substantial potential liability on the part of the International Union.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employers intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Union and its affiliates. Three cases in this category involve significant potential liability.

NOTE 17. COMMITMENTS AND CONTINGENCIES (continued)

- 1) Still pending is claim filed by UPS for \$50 million violation of the 1991-1996 UPS collective bargaining agreement. The International Union has rejected the claim without merit. The U.S. District Court for the District of Columbia has dismissed UPS's damage action under federal labor law principles. In 1995, UPS filed a grievance which an arbitrator dismissed based on UPS's failure to file in a timely manner. The arbitrator's decision is under reconsideration.
- 2) The Detroit Newspaper Agency (DNA) is currently seeking to have the International Union added as a defendant in a pending lawsuit against the local unions involved in the Detroit Newspaper strike. The suit seeks as much as \$60 million in damages from the current defendants which include two Teamsters local unions. The International Union vigorously opposes both the amendment to add it as a defendant at this late date and the merits of the claim.
- 3) The International Union is a defendant in a suit by Farmland Dairy seeking unspecified damages arising out of a strike by certain dairy locals. The maximum potential liability for the International Union is estimated at \$5 million. The International Union is vigorously defending this claim.

None of the other litigation in this category involves any substantial liability on the part of the International Union. It is not possible to predict whether any of the three specific suits will result in any liability on the part of the International Union or, if so, what that liability might be. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying financial statements.

NOTE 18. PRIOR PERIOD ADJUSTMENT

Although required, the International Union did not accrue an estimated liability for claims incurred but not reported and claims payable for the year ended December 31, 1997 financial statements.

The net assets have been adjusted as follows:

Net assets at beginning of year - prior to restatement	\$ 3,459,249
Adjustment	<u>(1,017,000)</u>
Net assets at beginning of year - after adjustment	<u>\$ 2,442,249</u>

NOTE 19. FUNCTIONAL EXPENSES

The expenses incurred by International Union, categorized on a functional basis, are as follows:

Programs	
Research Education Training	\$ 817,491
Organizing	9,943,572
Out of Work Benefits	3,304,994
Financial Assistance to Affiliates	2,185,659
Legal and Litigation	13,933,277
Industry Trade Division and Relations	15,158,547
Government Affairs	2,593,214
Retiree Relations, Scholarships and Other	384,352
Communications, Magazine and Public Relations	4,824,558
Affiliation Fees	<u>9,160,069</u>
	62,305,733
Administration and Governance	30,453,106
Other	
Teamsters Affiliates Pension Fund	<u>(5,426,320)</u>
Total	<u>\$ 87,332,519</u>

NOTE 20. ROYALTY INCOME

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the right to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union's intangible property to Household Bank Nevada, N.A., for use by the bank in connection with its marketing of credit cards and certain other financial products to members of the International Union.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
MEMORANDUM & ORDER
88 CIV. 4486 (DNE)

United States of America,
PLAINTIFFS,

-v-

International Brotherhood of Teamsters, *et al.*,
DEFENDANTS.

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on November 24, 1998, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 522 member and Secretary-Treasurer John Ferrara ("Ferrara") for bringing reproach upon the IBT by knowingly associating with members of organized crime, Steven Crea ("Crea") and Joseph DiNapoli ("DiNapoli"), in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated December 1, 1998, Tom Sever, former General Secretary-Treasurer of the IBT, advised the IRB that the IBT had filed the recommended charges against Ferrara and that the charges were referred back to the IRB for adjudication; and

WHEREAS on December 17, 1998, at the direction of the IRB, John J. Cronin, Jr., the IRB administrator, notified Ferrara by UPS next day delivery of the filed charges and that a hearing was scheduled for January 26, 1999, at 2:00 p.m., at the offices of the IRB, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C., and also gave Ferrara the opportunity, in the alternative, to have the hearing in New York, New York, if he were to reply within five days stating his preference; and

WHEREAS by letter dated January 25, 1999, the IRB notified Ferrara that upon learning that Ferrara's attorney had been discharged it rescheduled the hearing and that the hearing would take place on February 16, 1999, at 10:00 a.m. at the offices of the IRB in Washington, D.C.; and

WHEREAS on February 16, 1999, the noticed hearing went forward before the IRB and Ferrara did not attend, was not represented at the hearing, and did not make any prior or subsequent written submissions to the IRB, despite being advised of his right to do so; and

WHEREAS the hearing proceeded with testimony taken from

Federal Bureau of Investigation ("FBI") Special Agent Louis DiGregorio ("DiGregorio") in which he testified that the FBI considers Crea and DiNapoli to be made members and soldiers of the Luchese La Cosa Nostra ("LCN") Family; and

WHEREAS during 1993 and 1994, surveillance by the Organized Crime Control Bureau of the New York City Police Department revealed that Ferrara met with members of the Luchese Crime Family, including Crea and DiNapoli, on at least four separate occasions between December 1993 and February 1994; and

WHEREAS on April 14, 1999, the IRB issued its decision finding that the charge against Ferrara was proved; and

WHEREAS as a penalty, the IRB permanently barred Ferrara from holding membership in or any position with the IBT, or any IBT-affiliated entity, and prohibited him from obtaining employment, consulting or other work with the IBT or any IBT-affiliated entity; and

WHEREAS on April 26, 1999, the IRB filed Application LXIV of the IRB and the Opinion of the IRB in the Matter of the Hearing of John Ferrara for this Court's review; and

WHEREAS having reviewed the IRB's April 14, 1999 Opinion and Decision and all accompanying exhibits, this Court finds that the charge against Ferrara has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Ferrara is guilty; and

WHEREAS accordingly, this Court finds that Application LXIV of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LXIV of the Independent Review Board regarding the charges and sanctions imposed against John Ferrara is GRANTED.

SO ORDERED.

DATED: New York, New York
June 3, 1999

U.S.D.J.

REPORT XLV TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Grant Crandall

Frederick B. Lacey

William H. Webster

DATED: August 5, 1999

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-fifth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including eleven new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. NEW INVESTIGATIVE REPORTS

A. WILLIAM F. ANDERSON, JR. - Local 107, Philadelphia, Pennsylvania

On May 27, 1999, the IRB issued an Investigative Report to Frank Gillen, Trustee of Local 107, concerning member William F. Anderson, Jr. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by assaulting a fellow member of the IBT at the conclusion of a Local 107 membership meeting. Trustee Gillen filed the charge against Anderson. On June 30, 1999, the IBT appointed a hearing panel and a hearing was held July 21, 1999.

B. CHESTER D. CZERNEL - Local 337, Detroit, Michigan

On July 15, 1999, the IRB issued an Investigative Report to Lawrence Brennan, President of Local 337, concerning member Chester D. Czernel. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by refusing to appear for his sworn in-person examination. On July 23, 1999, President Brennan notified the IRB that charges were filed and a hearing was scheduled for August 6, 1999.

C. ROBERT F. HOLMES AND THOMAS WERTHMANN - Local 337, Detroit, Michigan

On July 15, 1999, the IRB issued an Investigative Report to Lawrence Brennan, President of Local 337, concerning Vice President and Business Agent Robert F. Holmes and former member Thomas Werthmann. The Investigative Report recommended that Holmes be charged with bringing reproach upon the IBT by entering into sham collective bargaining agreements with employers in order to permit the mother and husband of one employer and the owner of another company to fraudulently obtain membership in Local 337. The Investigative Report recommended further that Werthmann be charged with bringing reproach upon the IBT, while he was an employer and in collusion with Business Agent Robert F. Holmes, by entering into a sham collective bargaining agreement to fraudulently obtain membership in Local 337. On July 23, 1999, President Brennan notified the IRB that charges were filed and a hearing was scheduled for August 6, 1999.

D. ROBERT TRIANO - Local 398, Rochester, New York

On May 28, 1999, the IRB issued an Investigative Report to General President James Hoffa concerning member Robert Triano. The Investigative Report recommended that he be charged with

bringing reproach upon the IBT, from at least 1995 to the present, by knowingly associating with John Trivigno after Trivigno was permanently barred from all IBT positions, including IBT membership. His association with John Trivigno allegedly violated both the IBT Constitution and the March 14, 1989 Consent Decree. Mr. Hoffa notified the IRB that he had filed the charge against Triano and he referred the charge back to the IRB for a hearing. The IRB held a hearing on August 3, 1999, at which Triano did not attend.

E. MODESTINO C. FESTA - Local 560, Union City, New Jersey

On May 24, 1999, the IRB issued an Investigative Report to General President James Hoffa concerning former Local 560 member Modestino C. Festa, also known as Augie Festa. The Investigative Report recommended that he be charged with: knowingly associating with Michael Sciarra, a member of the Genovese LCN Family; knowingly associating with a person such as Sciarra who was enjoined from participating in union affairs; and agreeing to obtain a Teamster Book, reflecting membership in the IBT, for an individual who was not employed by a company which had a collective bargaining agreement with a Teamsters Local Union and who was not otherwise eligible for membership in the IBT. On May 26, 1999, General President Hoffa notified the IRB that he had filed the charges against Festa and he referred the charges back to the IRB for a hearing. The IRB held a hearing on August 3, 1999, at which Festa did not attend.

F. JOSEPH ALIGO - Local 707, Hempstead, New York

On May 24, 1999, the IRB issued an Investigative Report to General President James Hoffa concerning Local 707 member Joseph Aligo. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by knowingly associating with Michael Sciarra, a member of organized crime, and by knowingly associating with a person such as Sciarra who was enjoined from participating in union affairs. General President Hoffa notified the IRB that he had filed the charge against Aligo and he referred the charge back to the IRB for a hearing. The IRB held a hearing on August 3, 1999, at which Aligo did not attend.

G. JOSEPH C. MULE - Local 813, New York, New York

On August 4, 1999, the IRB issued an Investigative Report to Eugene Maney, Trustee of Local 813, concerning former member Joseph C. Mule. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. Trustee Maney was given sixty days to hold a hearing and to forward a final written report to the IRB.

H. MICHAEL A. MIRABELLO, MICHAEL GENEROSO, JR., AND VINCENT GENEROSO - Local 813, New York, New York

On August 5, 1999, the IRB issued an Investigative Report to Eugene Maney, Trustee of Local 813, concerning former members Michael A. Mirabello, Michael Generoso, Jr., and Vincent Generoso. The Investigative Report recommended that Mirabello be charged with bringing reproach upon the IBT by maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. The Investigative Report recommended that Michael Generoso, Jr. and Vincent Generoso be charged with bringing reproach upon the IBT by maintaining a sham membership in the IBT while not working for the employer listed on the Local 813 records. Trustee Maney was given sixty days to hold a hearing and to forward a final written report to the IRB.

I. VINCENT FATTIZZI (Former Recording Secretary), VINCENT FATTIZZI, AND DINA FATTIZZI - Local 851, Valley Stream, New York

On June 3, 1999, the IRB issued Investigative Reports to General

President James Hoffa concerning former Local 851 Recording Secretary and member Vincent Fattizzi, former member Vincent Fattizzi and member Dina Fattizzi. The Investigative Reports recommended that they be charged with bringing reproach upon the IBT by knowingly associating with Anthony Razza after Razza was permanently barred from the IBT and all IBT positions and enjoined from participating in union affairs. Mr. Hoffa notified the IRB that he had filed the charges against each Fattizzi and he referred the charges back to the IRB for hearings. The IRB has scheduled hearings for September 8, 1999.

III. STATUS OF PREVIOUS IRB CHARGES

A. J. D. POTTER - Local 19, Grapevine, Texas

In the last issue of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to James Hoffa, and also testified falsely to the Election Officer. On December 21, 1998, Acting General President Sever notified the IRB that he filed the charge. The IBT referred the charge to Joint Council 80 which scheduled a hearing for August 24, 1999.

B. WILLIAM C. WRIGHT, JR. AND VINCENT N. LASITA - Local 100, Cincinnati, Ohio

In past issues of the *Teamster* magazine, we informed you that Local 100 President William C. Wright, Jr., and Secretary-Treasurer Vincent N. Lasita allegedly engaged in a pattern of violating the Local's Bylaws and the IBT Constitution. Each allegedly failed to describe accurately in the minutes, as required, a salary increase the Executive Board granted to them and other Executive Board members and the making of substantial non-routine expenditures of Local monies for Local roofing and air conditioning equipment purchases. Each also allegedly failed to disclose to members and failed to obtain the consent of the Executive Board and the membership where required under the Bylaws for the hiring of Wright's spouse as a clerical employee of the Local.

Joint Council 1 filed the charges, its panel held a hearing and it adopted the panel recommendations that the charges should be dismissed except as to the hiring of the Local President's spouse as to which it ruled that Wright and Lasita should inform the membership of the salary changes. After the IRB notified Joint Council 1 twice that the decision and sanction were inadequate, the IRB scheduled a hearing for July 8, 1999; however, Wright and Lasita submitted agreements to the IRB wherein each agreed to a suspension from office for one year without admitting or denying the allegations. The agreements were forwarded to Judge Edelstein on July 19, 1999.

C. ROBERT J. SPENCER - Local 337, Detroit, Michigan

In the last issue of the *Teamster* magazine, we informed you that former Business Agent Robert J. Spencer allegedly allowed an employer to maintain a sham membership when he entered into a sham collective bargaining agreement with Christopher P. Roach, an employer ineligible for membership. A Joint Council 43 panel held a hearing on Spencer on April 8, 1999, but counsel for Spencer notified the panel that Spencer was not well enough to attend. The hearing panel reopened the record on July 9, 1999, and counsel to Spencer attended for Spencer. On August 2, 1999, based on recommendations of the hearing panel, the Executive Board of Joint Council 43 found Spencer guilty as charged and permanently barred him from membership in the IBT. The IRB has the matter under review.

D. DANIEL SLEMKO - Local 362, Calgary, Alberta, Canada

In the last issue of the *Teamster* magazine, we informed you that Local 362 member Daniel Slemko allegedly engaged in a scheme to collect from another member eight 1996 IBT Rerun Election ballots

which he mailed to be counted by the Election Office after personally marking three blank ballots. Acting General President Sever notified the IRB that he filed the charge. The IBT referred the charge to Joint Council 90 which scheduled a hearing for August 19, 1999.

E. JERRY MORRISON - Local 377, Youngstown, Ohio

In the last issue of the *Teamster* magazine, we informed you that former Local 377 Recording Secretary and business agent Jerry Morrison allegedly engaged in deceptive and dishonest conduct and brought reproach upon the IBT by entering into a sham collective bargaining agreement without a contract ratification meeting. In addition, the agreement was designed to benefit the company and not the employees. Local 377 filed the charges and the Executive Board held a hearing on June 22, 1999. The IRB awaits the decision.

F. EDWARD DOYLE, SR. - Local 456, Elmsford, New York

In the last issue of the *Teamster* magazine, we informed you that President Edward Doyle, Sr., allegedly embezzled Local property, accepted a thing of value from an employer, brought reproach upon the IBT and breached his fiduciary duty to the members. Doyle allegedly arranged for the trade-in of at least four Local vehicles to an employer at below market values. In turn, he arranged for the dealer to make these vehicles available to himself, a family member, and others at deflated prices, to the detriment of the Local. Joint Council 16 filed the charges, held a hearing, and subsequently dismissed the charges against Doyle. The IRB notified Joint Council 16 that it found the Council's decision not responsibly decided and inadequate. On June 2, 1999, Doyle submitted to the IRB an agreement which included his resignation from the IBT and Local 456 and all IBT entities for seven years, effective June 16, 1999. Judge Edelstein approved the agreement on July 14, 1999.

G. TERENCE FREEMAN - Local 507, Cleveland, Ohio

In past issues of the *Teamster* magazine, we reported that Local 507 Secretary-Treasurer Terrence Freeman allegedly brought reproach upon the IBT by testifying falsely before a federal grand jury concerning his actions as a Local officer and by being convicted of the felony of perjury. The Report recommended further that he be charged with failing to cooperate with the IRB at his sworn examination when he testified falsely concerning his meeting in 1993 with an employer under a collective bargaining agreement with Local 507 with regard to the upcoming 1993 Local Union officer election.

Joint Council 1 filed the charges, its panel held a hearing, and the Joint Council 1 Executive Board issued its decision. After Joint Council 1 issued its second decision, the IRB notified Joint Council 1 that its decision and action on the charges were inadequate. An IRB hearing was held on July 8, 1999. The IRB has the matter under consideration.

H. JOHN FERRARA - Local 522, Jamaica, New York

In past issues of the *Teamster* magazine, we reported that Local 522 Secretary-Treasurer John Ferrara was charged with bringing reproach upon the IBT, from at least 1993 to the present, by knowingly associating with members of the Luchese LCN Family, including but not limited to Steven Crea and Joseph DiNapoli. On December 1, 1998, the charge against Ferrara, adopted and filed by Acting General President Sever, was referred back to the IRB for a hearing. The IRB held a hearing on February 16, 1999. The IRB decision found Ferrara guilty as charged and permanently barred him from the IBT and any IBT affiliates. Judge Edelstein affirmed the IRB's decision on June 3, 1999. His memorandum and order are printed in full in this issue of the *Teamster* magazine.

I. DAVID KEATON - Local 600 and International Representative, St. Louis, Missouri

In past issues of the *Teamster* magazine, we informed you that David Keaton, a member of Local 600 and an IBT International Representative, allegedly brought reproach upon the IBT and embezzled approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates. On December 11, 1998, Acting General President Sever filed the charge against Keaton. On April 19 and again on June 4, 1999, the IBT notified the IRB that it had referred the charges to Joint Council 13 which held a hearing on June 9, 1999. A decision is expected in early August.

J. ARMANDO PONCE AND JOSEPH GIRLANDO - Local 810, New York, New York

In the last issue of the *Teamster* magazine, we informed you that Armando Ponce and Joseph Girlando allegedly brought reproach upon the IBT by conspiring to embezzle and embezzling \$100,000 from the Local 875 Welfare Fund "A". In its June 4 and July 19, 1999 decisions, the Local 810 Executive Board found Ponce and Girlando guilty as charged and permanently barred each from membership in the IBT and from holding any position with the IBT or any IBT-affiliated entity. The IRB notified the Local 810 Executive Board that it found the decisions to be not inadequate.

K. RONALD DYSON - Local 813, New York, New York

In the last issue of the *Teamster* magazine, we informed you that Local 813 member Ronald Dyson allegedly knowingly associated with Michael Sciarra, a member of organized crime, after Sciarra was permanently barred from the IBT and enjoined from participating in union affairs. On April 26, 1999, General President Hoffa filed the charge and he referred the matter back to the IRB for a hearing. The IRB held a hearing on June 2, 1999, at which Dyson did not attend. The IRB is preparing its decision.

L. THOMAS R. O'DONNELL - Local 817, Lake Success, New York

In past issues of the *Teamster* magazine, we informed you that Local 817 President Thomas R. O'Donnell was charged with bringing reproach upon the IBT by intentionally filing reports with the Election Officer which omitted payments to Kevin Currie for his services as campaign coordinator. The reports filed with the Election Officer stated that expenditures were made by the O'Donnell Campaign to Mary Ann Currie, described the expenditures as salary payments for the campaign coordinator, and failed to disclose that those payments were for the services of her husband, Kevin Currie. On December 11, 1998, Acting General President Sever advised the IRB that the charge had been filed. The IBT notified the IRB that it had referred the charge to Joint Council 16 which held a hearing on May 20, 1999, and plans to submit its recommendations to the IBT in early August.

M. JAMES SANTANGELO AND RICHARD MIDDLETON - Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you of charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton alleging that each caused the Local to extend illegal interest-free loans in excess of \$2,000 in the form of advance severance payments to himself and others. Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. As a result of the dismissals of the charges by Joint Council 42, the IRB held hearings on October 13 and November 10, 1998. The IRB's opinion and decision were issued on May 24, 1999, wherein each was found guilty of making interest-free loans in excess of \$2,000 to

themselves and other Local 848 officers and employees.

Sanctions were imposed upon Santangelo and Middleton, as proposed by them through their counsel, requiring that they conduct awareness seminars with all members of the Local who were involved with actions affecting Locals' Bylaws or the IBT Constitution. In addition, Santangelo was to pay \$2,000 and Middleton \$1,000 to Local 848 as a penalty for the violations. Judge Edelstein affirmed the IRB's decision on July 12, 1999. Subsequently, counsel notified the IRB that seminars were being conducted and the fines had been paid to Local 848.

N. EDWARD J. MIRELES AND PAUL J. ROA - Local 952, Orange, California

In past issues of the *Teamster* magazine, we reported that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul J. Roa allegedly required business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. The Report alleged that Mireles testified falsely concerning the Local's practice of requiring a business agent to miss a monthly dues payment and in encouraging the Local officers and employees to lie to the IRB. As to Roa, the Report recommended that he be charged with bringing reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election.

Charges were filed against Mireles and Roa, and hearings by a panel appointed by Acting General President Sever were completed on May 13, 1999. Panel recommendations on Roa were submitted to the General President and on Mireles they were submitted to the General Executive Board. Decisions by the General President and by the General Executive Board were issued on July 30, 1999, and are under review by the IRB.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 95 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001

The following sons and daughters of Teamster parents won the International union's 1999 College Scholarships

\$6,000 SCHOLARSHIP AWARD WINNERS



Ms. Lucy Rubino
Highland Lakes,
New Jersey
Teamster Relative:
Lawrence James
Rubino, Local 560



Ms. Soniya Sapre
Edison,
New Jersey
Teamster Relative:
Shubhada Sapre,
Local 111



Mr. Dustin Bosserman
Everett, Washington
Teamster Relative:
Thomas G.
Bosserman, Local 38



Mr. Bryan Schmidt
Glendora, California
Teamster Relative:
Gregory W. Schmidt,
Local 63



Ms. Cynthia Kumer
Liberty, Missouri
Teamster Relative:
Charlie Kumer,
Local 41



Ms. Sarah Geers
New Hope, Minnesota
Teamster Relative:
Richard F. Geers,
Local 974



Mr. Guharajan
Rajadurai
Scarborough, Ontario,
Canada
Teamster Relative:
Rajadurai Arumugam,
Local 847



Ms. Hoda
Malakouti-Nejad
London, Ontario,
Canada
Teamster Relative:
Housahand Malakouti-
Nejad, Local 141



Ms. Jillian Guerra
San Antonio, Texas
Teamster Relative:
Rene Guerra,
Local 657



Mr. Paul A. Wilson
Palestine, Texas
Teamster Relative:
Alan Lynn Wilson,
Local 767

\$1,000 BOOTSTRAP SCHOLARSHIP AWARD WINNERS

Ms. Morgan Childs
Invermere, British
Columbia, Canada
Teamster Relative:
Frank Peters (Retired),
Local 213

Ms. Jessica Gibney
South Vienna, Ohio
Teamster Relative:
John Gibney,
Local 413

Mr. Jeffrey Harris
West Seneca,
New York
Teamster Relative:
Mark W. Harris,
Local 264

Mr. Eric Kemp
Fairfield, California
Teamster Relative:
Wayne E. Kemp,
Local 490

Ms. Jennifer L.
Latendresse
Toronto, Ontario,
Canada
Teamster Relative:
Michael Latendresse,
Local 1302

Ms. Elizabeth A. Lutz
Seaford, New York
Teamster Relative:
Frank L. Lutz,
Local 806

Mr. Neal Lutz
Schuylkill Haven,
Pennsylvania
Teamster Relative:
Paul Lutz, Local 429

Mr. Andrew Moth
Pecatonica, Illinois
Teamster Relative:
William Moth,
Local 325

Mr. Phillip Sawatsky
Surrey, British
Columbia, Canada
Teamster Relative:
Richard Sawatsky,
Local 31

Ms. Asta Suk-Man So
Novato, California
Teamster Relative:
Albert To-Hang So,
Local 856

Ms. Amelia M. Swain
Richland Hills, Texas
Teamster Relative:
Jerry W. Swain,
Local 745

Mr. Nicholas J. Switzer
Renton, Washington
Teamster Relative:
Michael J. Switzer,
Local 117

Ms. Katherine M. Taake
Jerseyville, Illinois
Teamster Relative:
Randall E. Taake,
Local 525

Ms. Patricia A. Thomas
Oklahoma City,
Oklahoma
Teamster Relative:
John W. Thomas,
Local 886

Mr. Houston Whisenat
Gadsden, Alabama
Teamster Relative:
Cynthia D. Forsman,
Local 612

THE SOUL OF THE PEOPLE

Frank Wsol (pronounced soul), the principal officer of Local 710 in Chicago, is a man of the people.

"He is a father to 14,000 Teamsters," declared Charles DeCola, a 30-year member of Local 710. "Frank is honorable, trustworthy and full of integrity. He is a fantastic figure to follow."

Former General President Ron Carey removed Wsol from office in 1996 for allegedly failing to fairly represent a member of his local union in a discharge hearing. According to Wsol, "The case against me was flimsy and full of distortions and half-truths. It was a purely political effort to take control of this local union."

"Frank's removal was a gross injustice," said Michael O'Connor, an ABF steward and 14-year Teamster. "It was a political nightmare for one of the greatest union leaders I've known."

Wsol was reinstated to office by a vote of the delegates to the 1996 International Convention who agreed that his removal by Ron Carey was politically motivated. The delegates determined that Carey's actions were an attempt to silence a political opponent and achieve control over an opposition local.

"It was a political tragedy," said Mike Rossow, a 15-year

Local 710 Teamster. "Carey took the heart and soul of 710. Simply put, he devastated this union."

Wsol recently agreed to terms with the IBT bringing his four-year federal lawsuit to an end. According to the settlement, the IBT agreed to give Wsol the opportunity to address the Teamsters membership.

"I have been a member of this great union for more than 40 years," Wsol said. "I have driven trucks and walked the docks. I have never and would never offend the membership of this local union or knowingly tarnish my reputation and name."

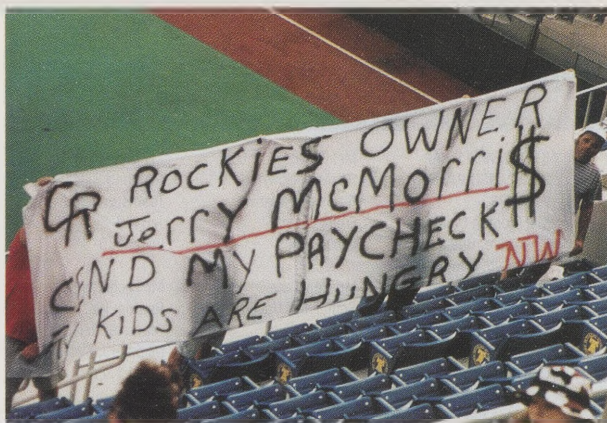
"I cannot believe that someone so dedicated to labor was treated so unfairly," said Chuck Baez, a Local 710 member and a rank-and-file delegate to the 1996 IBT Convention.

"The delegates understood that Frank was the target of a political witchhunt. Frank has always been there for the members of this union, and we will always be there for him."

The members of Local 710 returned Wsol to office in November 1997.

"I appreciate the support, comfort and actions of the thousands of members who have contributed to this result—including the restoration of my good name and reputation," Wsol said.





Teamsters Protest Nationsway on Pay Delay

To quote baseball great Yogi Berra, "It ain't over 'til it's over." And the Teamsters fight with a closed freight company is far from over.

Local 470 and 776 members took their back pay dispute with Nationsway Freight out to the ballgame when they brought banners to a Philadelphia Phillies game.

The company, which recently closed, had promised its 217 Philadelphia-area workers that they would get their paychecks and benefits. The workers are still waiting for their payments.

While Nationsway owner Jerry McMorris watched the Phillies and the Rockies from his luxury skybox, Teamster members hoisted their banner demanding their money.

Local 470 members who worked at Nationsway are urged to contact their local unions for information on dues rebates.

Teamster Women Spread the Word

Teamster women represented Local 696 at the annual Women's Weekend Show at the Topeka Kansas ExpoCen-

tre. They provided show visitors with informational packets about the Teamsters and discussed the importance of women's participation in the union. The members also encouraged women to learn more about worker rights and how to organize a union.

Teamsters and Rev. Jesse Jackson Push to Register Voters

Members of Teamster Local 667 participated in two rallies with the Rev. Jesse Jackson, who is traveling throughout the South to register new voters. Teamster members helped the cause by registering voters in Memphis, Tenn. and Jackson, Miss.

Retirees Meet New Director

Two hundred retirees traveled to Nashville for a meeting with newly appointed IBT Director of Retiree Affairs, Wallace Clements. The Tennessee retirees wrote letters to their Senators about the high cost of prescription drugs and the lack of insurance coverage to help defray costs. According to Clements, Teamster retirees need to become more involved in the political arena.

CONTRACT VICTORIES

Bakery Workers Get More Dough

Ohio bakery workers represented by 11 Teamster locals agreed to a contract that will give them \$2,500 a month in retirement pay. Hourly transport drivers won a \$3.00/hr pay raise over the six-year contract. Those who work in the southern part of the state got the first increase in sales commissions in 30 years.

Pipeline Workers Overwhelmingly Approve Contract

The 4,000 Teamsters who are pipeline workers nationwide voted by 95 percent to ratify a contract offering members a \$1.60/hr increase over the life of the contract. For the first time, workers will have the right to grieve "work misassignments" and take them to arbitration. Teamsters Vice-President Richard Volpe joined the talks and helped secure big pension increases.

Health and Welfare at Hertz

Local 723's strike at the Hertz Newark International Airport facility in New Jersey was successfully resolved when the company met the union's demands on health and welfare issues. The workers will get wage increases in each year of the three-year contract. Additionally, new hires will get more sick days and workers will get an extra ten minutes for lunch breaks.

Courthouse Workers Win Contract Arbitration

An arbitrator ruled that members of Local 776 who work at the Dauphin County Courthouse are entitled to substantial pay increases retroactive to 1997. In addition to the pay hikes, the 180 workers won a guaranteed 40-hour work week, a 30-minute paid lunch, family dental coverage, the right to purchase health insurance for five years after retirement and the ability to convert unused vacation days into contributions to tax-free medical trust accounts.

Teamsters Lock Down Wage Increases

Teamsters employed at the Shawnee County Jail in Topeka, Kansas reached an agreement with the county that gives them higher starting wages. The new contract for the members of Local 696 includes a pay matrix that gives employees an average 2.5 percent hourly wage increase per year of seniority.

Continued from inside front cover

I oppose the International's seemingly anti-Republican comments that I keep hearing. We put a Democrat in the White House twice, and all it's gotten us is sold out to the highest bidder on the planet.

Corporate America, not organized labor, owns the Democrats, and I think that the International should rethink its position before we are all out in the cold.

David L. Halleman
Local Union 682
St. Louis, Missouri

Where's Waste?

I have yet to see anything in *The Teamster* regarding the waste hauling industry.

Sure, we may seem like a bunch of nobodies, but if your garbage sat around for more than a week, boy you'd really miss us!

I strongly feel we are the most under appreciated and underpaid division of IBT. I invite anyone who may disagree with my statements to spend one day riding on the back of my garbage truck. I guarantee a different viewpoint by day's end.

John Drake
Local Union 179
Joliet, Illinois

Non-Union Drivers

How about some help at Praxair in Hatfield, Pennsylvania. We had our barn reduced from 45 drivers to 22 in the last year. Non-union drivers from our sister plant in Stockertown, Pennsylvania are coming into our plant and picking up our product every day. Our drivers sit home while these non-union drivers do our work.

Our contract expires at the end of this year, and we are going to need all the help we can get. We would like to get a five-year contract with job security just like the contracts

at our Connecticut and Buffalo plants.

Jim McLaughlin
Local Union 107
Philadelphia, Pennsylvania

Thanks and Support

My husband has been a member of the Teamsters for ten years and also shop steward for several years at Local 669.

I would like to thank the Teamsters and every brother and sister who has worked very hard to provide us with such wonderful benefits. If we did not make good wages and have these benefits, we wouldn't have anything today.

Linda Thayer (spouse)
Local Union 669
Albany, New York

Thanks! I mean that!

The majority of us appreciate having a good job, working for a good company. No job will ever be perfect, but at some point you have to look at the positives and get on with life. Many will not allow themselves to do this. They will loudly blame the IBT. Don't let them get to you.

John McIntyre
Local Union 284
Columbus, Ohio

Teamster POWER!

I am an office employee at one of the largest Driveway companies in North America-Active USA. Our office staff consists of 15 females and 1 male. We have worked under the exact same contract as our drivers and yard employees since 1987, but had always been making \$5.35 less on the hour. In March of this year, one of the owners of Active USA came to our office with a good heart and granted us our increase in pay to equal that of the Drivers and Yard employees. We received one paycheck with the increase. The following week the other owners of the company caught word of the

situation and immediately put a stop to it; they took away what we worked so hard to accomplish. We then took the necessary steps toward a strike action. We served our company a 72-hour strike notice on Thursday, March 25, 1999.

Needless to say, by Monday we were on the street. What a feeling to see the unity within our Teamsters; our company swore that "400 men will NEVER walk for 166 office employees". Our strike only lasted a total of 26 hours and we were given back what we worked hard for and well deserved. With Mr. Hoffa and Mr. Conder in office I am already a firm believer that things are going to get done this time around.

Annette Hall
Local Union 654
Springfield, Ohio

Good Samaritan, Union Brother

I would like to take this opportunity to relate to you a pleasant experience I had involving a fellow Teamster.

On Saturday, May 15, I was scheduled to fly from Cleveland to Chicago to attend the ceremonies for General President James P. Hoffa. After numerous problems with the airlines, I finally arrived at the hotel late Saturday night. Unfortunately, my luggage did not arrive with me.

A fellow Teamster, Mark Grover had a display of Teamster apparel which he was marketing. When Mark heard of my luggage problem, he approached me and offered me clothing for the next day. I gratefully accepted his kind offer, and he refused to allow me to pay for the clothing, saying "Teamsters take care of Teamsters."

I will never forget this gesture by Brother Grover and if any of

the Teamster brothers and sisters are ever in a similar position, I hope they will be lucky enough to meet a Teamster like Mark.

Thank you, Mark.

James L. Wood
Local Union 377
Youngstown, Ohio

Retiree Pride

I have been a Teamster for over 37 years. I'm in Local 177.

I have worked for UPS and as of June 1, I am retired. After being laid off three times in 1961, the Teamsters came to my rescue. Since then I have delivered over a million and a half packages for UPS.

When I was hired there were 11 drivers, and I worked 10 or more hours a day. Today, there are a lot more drivers covering the same area, so you know UPS has come a long way. And so did the Teamster drivers with better wages and benefits. I also can say that when I had a few problems and needed the Teamsters, my business agent was there.

I would also like to wish our new General President James P. Hoffa the best in his term of office.

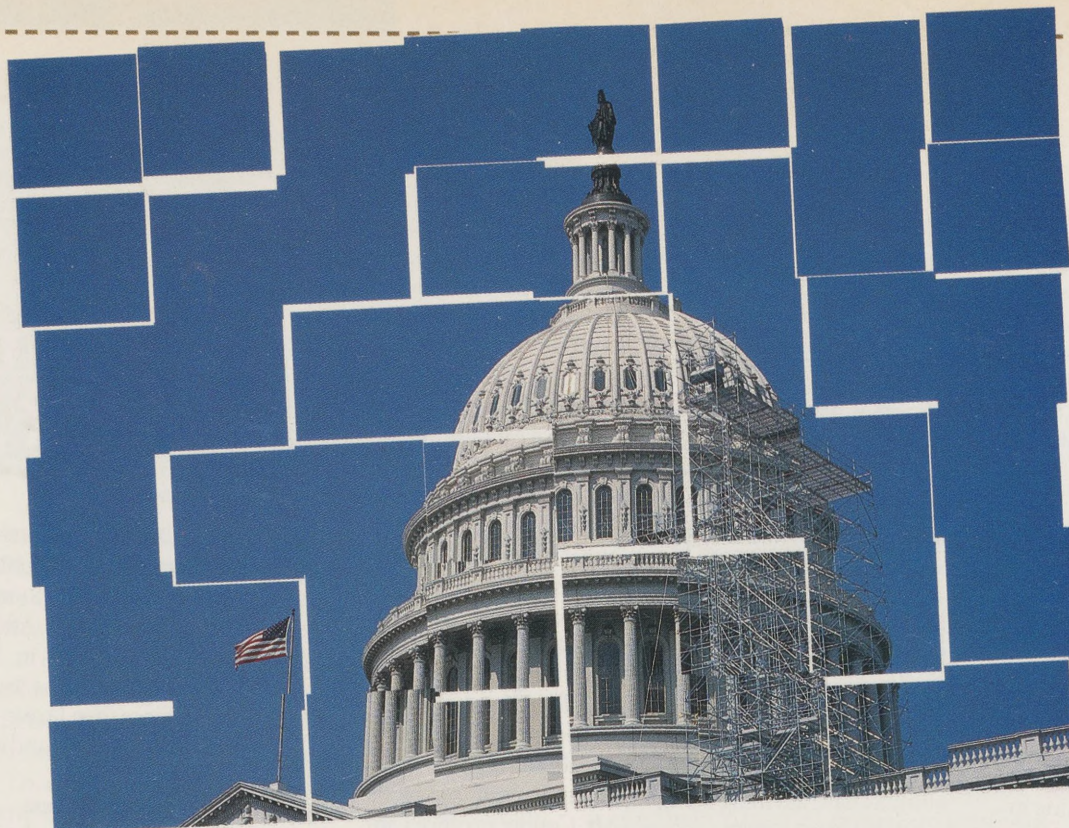
Ronald Thompson
Local Union 177
Hamilton, New Jersey

Read it in the Freight News!

When I read the article in the Teamsters Freight News for July 1999, concerning change of operations clauses, this really hit home for me. In December 1995 myself and other members lost their seniority and job security due to the "rubber-stamp" committee.

Today is a great day to be a Teamster, James P. Hoffa is back and the Hoffa administration will unify and restore the Teamsters to greatness!

Walter Dyson
Local Union 61
Murphy, North Carolina



REPAIRS NEEDED... INSIDE AND OUT

The U.S. Capitol is in need of repair. And while workers repair the outside of the building, your help is needed to fix what's wrong on the inside.

American working families are under attack by Big Business and Corporate America. They have convinced many Washington politicians that the country's future economic progress is linked with slashing wages, benefits, pensions and workplace safety standards.

The Teamsters are standing up to this attack. Working families need a strong voice on issues like Social Security, fair trade, health care and job site safety. But it's a difficult battle.

How can you help repair Congress so the voices of working families are heard?

First, register to vote. And make sure your family, friends and co-workers are registered too.

Second, get involved in political action on the local, state and national levels.

Third, contribute to D.R.I.V.E., the Teamster political action committee.

Contributions to D.R.I.V.E. help ensure that the voices of working families are heard in Congress.

For information on how to get politically active and contribute to D.R.I.V.E., contact your Teamster steward or your Teamster local.

**BUILD A BETTER GOVERNMENT
CONTRIBUTE TO D.R.I.V.E.**

NOVEMBER 1999



Teamster



THE NAFTA TRUCKER

CROSSING THE LINE

In Exclusive Investigative Report on Mexican Truckers

Retiree Pride

I joined the Teamsters Union, in Seattle in 1941.

After retiring 11 years ago, it has been my pleasure to continue to be active for the Teamsters, as the Secretary-Treasurer of the General Teamster Retirees Club, Seattle. If it wasn't for organized labor, most workers would be working for minimum wage. I remind everyone that the employers would dominate the workers without organized labor. We wouldn't have Child Labor laws, 40-hour weeks, overtime or the National Labor Relations Act to protect workers if it wasn't for unions.

I encourage our members to wear their Teamsters jackets, hats, pins, shirts, etc. and be "Proud to be a Teamster." (My license on my pickup is "TEAMSTER"). My father was a member of Teamsters Local 174. I found that in following his example, and being a member of the Teamster's Union, I too was able to have a comfortable living and raise my three kids. Thanks to the Teamsters pension I am able to also have a great retirement. I feel that anything that I can do for the Teamsters is small compensation for what being a Teamster has done for me. One of the main things to remember is that there is no "I" in Teamsters.

*LeRoy Brown, S-T (retired)
Local Union 174
Seattle, Washington*

Kudos for Carhaul

I am a carhauler, and I like my job. Although it is sometimes dirty, wet, cold or hot and always dangerous it is still one of the best truck driving jobs around.

I am also very happy with our new contract. It came with a \$1,500 signing bonus and 7.5 cents per mile raise over the life of the contract. The money is good and so is a true "25 and Out" at age 55 retirement with a \$2,500 per month benefit. One of the best things about our new contract is the fact that I lost no time from work. In the 32-day strike of 1995 we all lost. Not so this time.

I am a proud Teamster member, and for the first time ever we voted to ratify on the first ballot.

We were given better contract language than in the past contracts.

I would like to take this opportunity to thank the new general president and the negotiating committee for a job well done.

*John Hasley, II
Local Union 299
Detroit, Michigan*

In Need of New Transfer Rules

I have been a Teamster and a UPS employee for the past 21 years. I am proud to be a Teamster.

I recently asked UPS to transfer me within my state for personal reasons (marriage). My fiancé is in no position to move at this time.

UPS is in all parts of the world, so what is the problem? I have given my whole life to these people and never asked for anything in return.

Please negotiate this issue in our next contract, so we can transfer within our district (to make it simple) even if we have to go to the bottom of the seniority list to make it simple.

*Glen White
Local Union 612
Birmingham, Alabama*

Peace of Mind

As a proud Teamster member for 44 years and a shop steward for 15 years. I want to thank the International and especially my Local 584 in New York. They gave me and my family a peace of mind knowing that they would be there if and when we ever needed them.

Job security, salary and benefits were the backbone of our union. The leadership of our union was the driving force that has made and continues to make our local a great success.

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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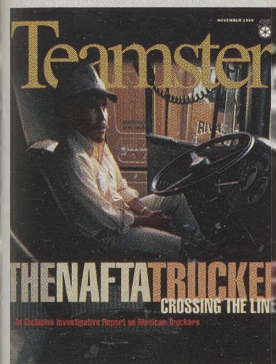
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Teamsters Will Be a Force in Electing a New President

Nothing spawns rumors quite like a presidential race starting to heat up. So, I wasn't surprised when unattributed reports in the media suggested my name as a potential vice-presidential candidate. While I was extremely flattered, I have chosen to respectfully decline.

Last December, I was elected General President of the International Brotherhood of Teamsters. Since taking office in March, we have worked hard to rebuild the unity within the union that is so critical to our long term success. However, much work remains, and I have pledged to promote a union in which our children and our children's children can take pride.

I can best work to promote the issues that are central to workers and their families, as Teamster President. Issues like trade, health care access, patient's rights, pension security, Social Security and Medicare will be greatly affected by the outcome of the next national election.

For example, the North American Free Trade Agreement (NAFTA) requires that our borders be opened to commercial trucking beginning January 1. This is not a problem between the United States and Canada, where we have had a joint inspection agreement for several years. But between Mexico and the U.S., there are serious concerns.

We hired highly respected, investigative reporter Charles Bowden to explore this issue [see story page 2]. Bowden confirmed what the U.S. Inspector General found last December that "far too few [Mexican] trucks are being inspected" at the border and "too few inspected trucks comply with U.S. standards."

These disturbing facts create a very real, very dangerous safety problem on the American highway system and for American workers. Trade issues like NAFTA are of paramount importance to our members. Trade negotiations that fail to take account of poor labor practices in other countries make for bad economic policy for the United States. We must work to ensure that upcoming negotiations consider legitimate environmental, health and safety concerns as well.

The Voice of Our Members

After extensive polling of the membership and canvassing of the local leadership, we chose not to make an early endorsement in the presidential election at the AFL-CIO convention in Los Angeles. We chose not to join many other unions who voted to endorse, because the member feedback came back loud and clear. Teamster members told us that it is too early to make an endorsement, and they want more time to assess the candidates' positions.

We continue to work with local leadership to engage in a dialogue about the needs and concerns of Teamster members. We know the power of our endorsement is far stronger when the membership has had the opportunity to weigh in with their ideas and opinions.

As the nation's largest private-sector labor union, we are ready to play a significant role in determining who will be our country's next president. The Teamsters will support the presidential candidate who will best advance the agenda of working people. And I too will advance this agenda — as General President — by guiding the Teamsters into the next millennium.

Fraternally,

James P. Hoffa



THE NAFTA TR

BY CHARLES BOWDEN

INVESTIGATIVE REPORTER CHARLES BOWDEN'S WORK HAS APPEARED IN *TALK* MAGAZINE AND *CITY* MAGAZINE. HE IS THE AUTHOR OF MORE THAN 10 BOOKS.

**"PUT SIMPLY,
REAL SAFETY INSPECTIONS
IN MEXICO DO NOT EXIST."**



Photography © 1999 Julián Cardona

He is about work. He lives in a world of dust and delay and as the roar of his city of two million fills the air, he wants me to understand his world. Ramon Humberto Payan makes two crossings a day from Juarez, Chihuahua into El Paso, Texas. He's got a wife, kids, and hopes for a home. He works six days a week, ten to twelve hours a day and takes home between \$150 to \$200, barely enough to scrape by on in a Mexican border town where prices run eighty to ninety percent of those in the United States.

Humberto is part of a flow of at least 3.5 million trucks coming north out of Mexico each year. And this torrent of trucks is the natural result of trade from the more than 2,000 foreign-owned factories that have popped up just across the line in Mexico to enjoy the United States' huge market and still pay third world wages.

Humberto's world is slowly rolling north as the implementation of the North American Free Trade Agreement (NAFTA) opens the borders to world's largest economy. Humberto is a border crosser, a *crucero*, a guy hauling loads in the limited zone of the frontier. For years, he was a long haul trucker, but he gave it up because he wanted to be home more often for his

checks by the Americans, and Humberto is pulled from the line about three times a week, and often he flunks. Then his cargo must be unloaded and hauled by a truck from the American side. Humberto receives no benefits and is represented by no union. He is typical of the Mexican truck industry where unions are either non-existent or government-controlled frauds that represent owners not workers. He has never heard of the Teamsters.

The NAFTA treaty is over two thousand pages long, but buried within it is the notion that eventually trucks and their cargos will flow freely between the two nations. So far, this provision has been continually postponed because of concerns about Mexican truck safety. Put simply, real safety inspections in Mexico do not exist. A second concern not addressed by NAFTA is that trucks coming north from Mexico may haul drugs. Just two days after I sat in the yard with Humberto on a dusty Juarez sidestreet sipping a beer on Saturday night, a two-ton stash of cocaine was taken down in neighboring El Paso, a haul worth \$35 million wholesale or \$1 billion in final retail grams of coke. Any driver like Humberto struggling with his \$100 to \$200 a week has been approached by drug people.

TRUCKER

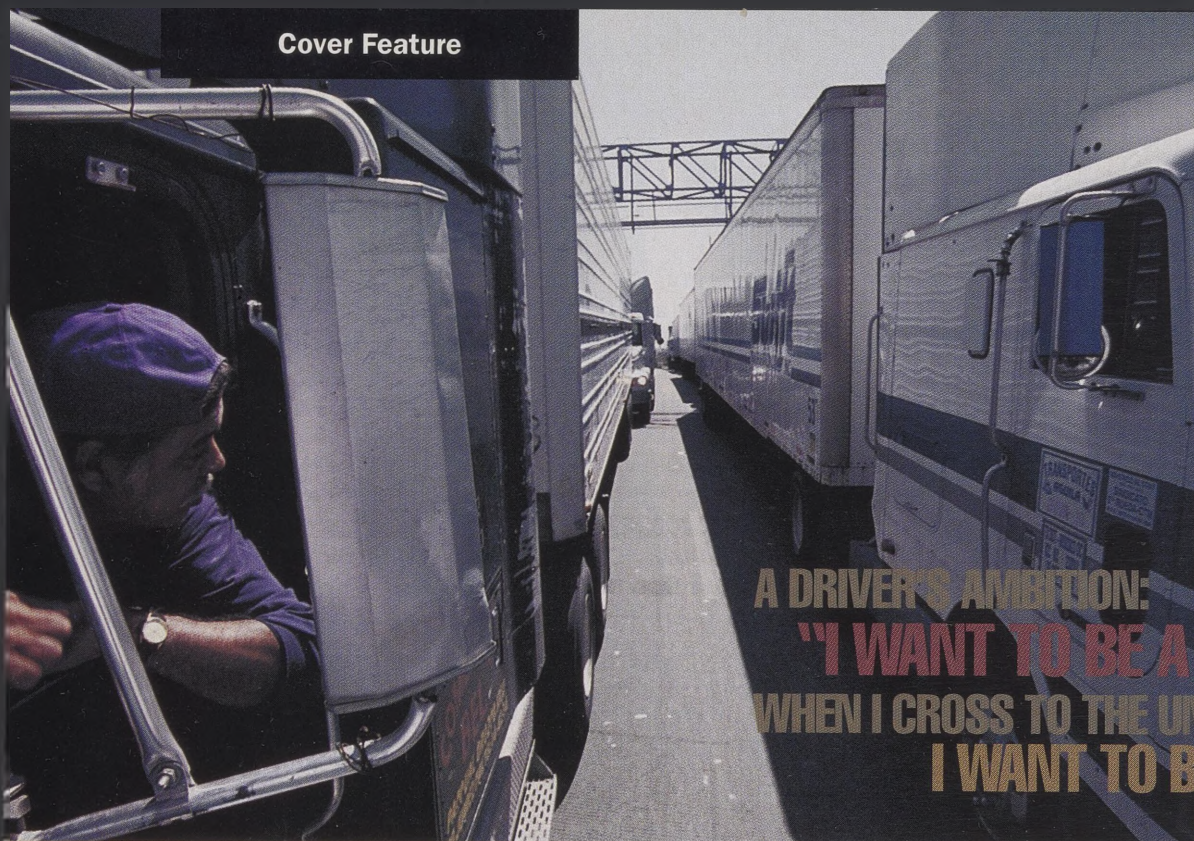
family. Because of traffic and the bottleneck of the bridges over the Rio Grande, he can now only manage at best two loads a day at \$25 bucks a load. The wait at the bridges can mean hours.

"I once waited six hours," he offers softly. "It is boring but I need the work." Also, there are random safety



Unsafe and Unsearched

Today, less than 10 percent of the vehicles crossing the bridge are searched. At present, eight crossing points on the border have x-ray capacity for trucks—but each scan takes eight to 10 minutes and at most each unit can scan 60 to 90 trucks a day. This capacity to search is being rapidly



**A DRIVER'S AMBITION:
"I WANT TO BE A RESTED DRIVER
WHEN I CROSS TO THE UNITED STATES, AND
I WANT TO BE RESPECTED."**

increased. Other technologies are coming online, but our ability to probe can never match the truck traffic or trade would simply grind to halt. Mexican drug traffickers know this. When NAFTA was being discussed in the early nineties, the Drug Enforcement Administration picked up conversations between major Mexican drug dealers talking about the bonanza the treaty presented them. In fact, drug dealers began buying border factories, facilities called maquiladoras, in anticipation of the joys of the free trade.

Stemming the Tide

Phil Jordan is an El Paso native raised in a barrio five blocks from the Rio Grande. He rose to a high level in the Drug Enforcement Administration (DEA) and in the mid nineties ran the El Paso Intelligence Center (EPIC), the biggest narc spy center on the planet with more than 300 agents under his command and a computer that handled 75,000 police inquiries a day. He is bilingual, Mexican-American and has relatives splashed across both sides of the border. On the implications of NAFTA, he is clear.

"With Mexican truckers, we have a double whammy—not only are they screwing us by bringing in more dope, but there is the matter of truck

safety. They fix things with bubble gum and tape."

Targeted safety checks by U.S. officials have found 42 percent of Mexican trucks fail (as compared with 25 percent of U.S. trucks). But targeted checks are premised on something visibly wrong—a loose hose, a busted light—and there actually are no real studies of Mexican truck safety to date. The only thing that is obvious is that a nation that does not pay drivers a living wage is not likely to dote on taking care of its trucks either.

The heart of Mexican trucking lies with drivers, and the drivers live in a world that American truckers only know from legend or tales told by their grandfathers.

Driving with No Rights

Mexican drivers cannot be understood if simply viewed through a prism of safety standards and possible illicit cargoes of dope. They must be comprehended as working people without the right to organize. They are American teamsters in say 1933.

I am standing in a dirt yard with a bare-chested trucker having a beer. He is forty-five years old and does not want his name printed. He has been a long haul driver for 25 years. He is the basic Mexican driver—overworked, under-

paid, unrepresented and gregarious. Here is his schedule:

He goes from Juarez into central Mexico, runs of twelve to fourteen hundred miles. He works seven days a week and is lucky if he bags four hours sleep a day. He makes two to three hundred dollars a week.

"The hardest part," he offers, "is you deliver a load at say 7:30 a.m. and they put you back on the road in two hours for two more days. You don't even have time to get clean clothes or see your family. Sometimes I arrive and leave again within the hour."

Like almost every driver I spoke with, he has been in a fatal accident—once he fled a bus collision that killed twelve. At the time, he was carrying a 36-ton load. Leaving the scene of an accident is common in Mexico because everyone dreads the complications inherent in the arrival of the police.

When he was a younger man, he would prepare for long, sleepless hauls by laying in a supply of beer, marijuana, pills and cocaine. Now he has moderated his habits and runs his sleepless journeys with just coffee, pills and cocaine. He is a family man and proudly shows me his little house and children. He shows me his membership card in the official government union and adds, "The unions are corrupt.

There is nothing else like Mexico."

He has a simple ambition: "I want to be a rested driver when I cross to the United States, and I want to be respected."

In Mexican popular culture — truckers are heroes, knights of the open road, having adventures and escaping the boredom and economic doom of the countless towns and villages. They are a dream of freedom within the reach and imagination of the average person.

For Juan Alvarez, this freedom is a face glazed with fatigue after just finishing a 1,200 mile haul north from the interior with a load of frozen chicken. His biggest problem, he offers, "is the lack of sleep. I just drove 36 hours straight. Sometimes I get six to twelve hours off between loads." For this schedule, he is paid \$500 every 15 days. He gets no days off.

I ask him why he keeps driving a truck and he falls silent and then says, "You suffer, but you learn. And finally you comprehend. Driving a truck is my life."

Freedom's just another word for nothing left to lose

It is late at night, the trucks are parked on a dirt lot on the south edge of Juarez after long runs from the interior. The men stand around in a group laughing and talking and sipping soft drinks. In a few hours, they will storm south again. "We have no rest," one trucker advises me, "no holidays, no days off, no unions." He is a hearty man in his fifties and wears a dark t-shirt with a

huge American flag on his chest. The word AMERICA spreads from shoulder to shoulder.

One of the truckers brightens and tells me, "Americans are our brothers." Like most Mexican truck drivers I met, he feels a comradeship with U.S. drivers because they share the life of the rigs and the open road.

The men, and there are five of them talking away their turn-around-time, have all been in fatal accidents and have all been hijacked. One man offers calmly, "I have three deaths."

They do runs of up to 72 hours without rest. This calls for planning. One driver rattles off the kilometer numbers for places he gets coke between Juarez and Mexico City. He advises me carefully on diet.

"You must not eat too much meat on a long run," he counsels, "because it will make you sleepy and then you need more cocaine."

They are keen on NAFTA. They know that some Mexican truckers are already making runs to New York City or even up into Canada, and they anticipate a brighter future for themselves. Like most Mexicans, they have been told little about the treaty, but they sense it will open up El Norte to their rigs and they are ready to roll into this richer and grander world.

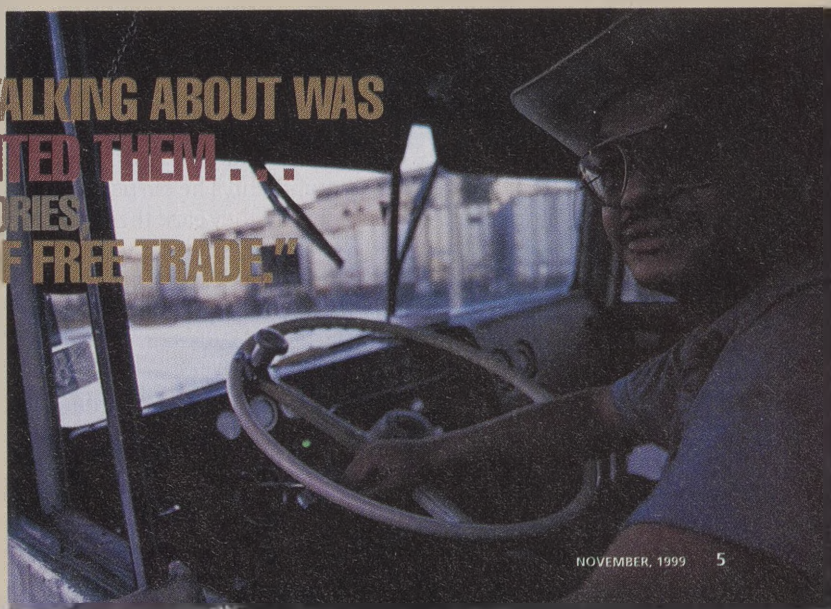
They are the forgotten men within the debates over truck safety, within the concerns about inspecting millions of big rigs for narcotics. And they are part of a nation that is

economically collapsing and demographically exploding. In 1910, there were about 10 million Mexicans. Today, there are 100 million, and the population will probably peak at about 150 million. The Mexican government recently predicted that in the next 20 years, eight million Mexicans will go through the wire for a life in the United States. This is a very conservative number. The question is not whether Mexican truckers and their rigs will come north—eventually, after the debates and compromises, they will. The question is not whether the rigs can be swept clean of drugs, this is mathematically impossible. The question is not whether the rigs will be safe—any stern inspection program will force the owners to make their rigs comply with U.S. standards.

The question is the person behind the wheel. Will that person be overworked, underpaid and unrepresented or will that person have the same rights to organize and protect his livelihood as an American trucker? That decision will be made in the United States, not Mexico, because in the United States workers have rights and the power to influence Congress. In the end, we decide this matter.

That is the question waiting for our answer. Will Mexican truckers come north as part of an international brotherhood? Or will they come as men driving unsafe rigs weary with three days on the road without sleep?

**A DEAL MADE IN NARCO HEAVEN:
'WHAT [DRUG DEALERS] WERE TALKING ABOUT WAS
THE BONANZA NAFTA PRESENTED THEM...
THEY BEGAN BUYING BORDER FACTORIES
IN ANTICIPATION OF THE JOYS OF FREE TRADE.'**



Energy Boost

Teamsters Win Grant for New Training Program

Though the fall of the Soviet Union and the diminished threat of war have benefited the nation's security, the loss of Teamster jobs in Nevada has reached atomic proportions.

Local 631 Teamsters at the Nevada Nuclear Test Site have watched their jobs disappear as the nation retools the military for the post-Cold War era. In an effort to stem the tide of jobs loss, the IBT Safety and Health Department recently won a \$1.2 million grant from the U.S. Department of Energy (DOE) to establish the Nevada Test Site Driving School for worker retraining.

"The Teamsters training program will provide the necessary skills for workers to find jobs in a highly competitive market," said General President James P. Hoffa during a recent press conference announcing the grant. "The Teamsters intend to make this a model program. We are committed to improving the lives of working Americans, and are proud to help revitalize the region."

An initial group of workers at the Test Site, who otherwise would have been out of jobs, are scheduled to kick off a six-week pilot training program this month.

The First Class

Two trainers recently completed their certification following eight weeks of instruction at the Northern California Teamster Apprentice Training Site in Rancho Murieta, California.

"Our training methods are tried and tested. I am confident that this program will prove to be very successful for these hard-working Teamsters," said Geoff Quinn, director of the Northern California facility.

Las Vegas's Local 631 will train displaced workers to drive tractor-trailers and other heavy equipment. The participants will continue in the program until they earn their commercial drivers licenses (CDLs). Some students will then get jobs at the Nevada Test Site and others will work in a region that is heavily dependent on trucking.

Future Plans

The two-year grant, provided by the DOE Office of Community Transition, is viewed as a first step in establishing a permanent facility at the location.

"Through this grant, we will establish a top-flight program for Teamsters at the Test Site," Hoffa continued. "We will continue seeking partnership opportunities with private sources and the government to keep this and other facilities available to all Teamsters in need of retraining or further education."

Government Support

"Diversifying Southern Nevada's economy continues to be one of my top priorities and the Nevada Test Site offers a unique opportunity for new and innovative programs," said Sen. Harry Reid (D-NV) who provided support in obtaining the DOE grant. "I support partnership and the important training it will prove to Teamsters Local 631 members and those hard-working Nevadans who are interested in certification as a licensed commercial driver."

"We will continue to teach displaced workers in America new skills that will give them a green light on the road to a better life," Hoffa added.



General President James P. Hoffa at the test site.

TURNING THE KEY

Shutting Down their Trucks, Canada's Port Drivers Change Their Industry

Mo Brown sat in the cab of his Ford L-9000 feeling his blood pressure rise. "You just go nuts sitting here for free," said Brown, a 25-year member of Local 31 in Vancouver, British Columbia. "You watch the longshoremen and everyone else around making a living, and we're just sitting here in line, losing money by the minute."

Brown and hundreds of other truckers who haul containers from the Port of Vancouver wait in lines – sometimes for five hours at a time – waiting to load their trucks. With each second ticking, the drivers watch their wages shrink under a system that pays them not by the hour, but by the container.

Under the piece system, truckers were paid per trip. But the congestion limits them to only a few trips each day. And since many of the drivers pay for their own fuel, insurance and maintenance costs,

they barely keep their economic heads above water.

Why? Because, the Port of Vancouver had not adjusted for the phenomenal growth that has taken place over the last decade. Just six years ago, 600,000 containers came through the port. But by last year, the number had jumped to more than 1.1 million.

One solution the port sought for fixing the logjam was switching all of the available cranes to unload incoming ships. Their solution only compounded the problem for the drivers.

"It was really robbing Peter to pay Paul," said Garnet Zimmerman, President of Local

31. "Now they had docks full of containers, and truckers waiting in lines, not getting paid. But the companies didn't care, because it was the drivers who were losing out."

That Was Then This is Now

The drivers – Teamsters and non-union alike – met with the port companies for months trying to solve the problem. They demanded the companies pay the drivers an hourly rate, but the companies wouldn't budge.

On August 22, fed up and tired of paying to work, Brown and hundreds of other Canadian truckers shut down their trucks. With Local 31 support, drivers turned off their keys in hopes of kick starting a solution.

"This wasn't a strike. We didn't picket. The drivers just turned their keys off and simply stayed home," said Stan Hennessey, Local 31 business agent.

With 95 percent of the trucking companies without trucks of their own, the drivers ground the port to a halt.

"Potential, Real Potential"

The move worked. After four weeks and two days without the drivers' services, port company officials began to deal.

"All of a sudden, solving the problem became a priority," said Zimmerman, who has seen estimates that the dispute cost the industry an estimated \$53 million. "We found the incentive to make them address the problem."

Teamster and independent drivers crafted a deal that includes an hourly rate effective September 22. It also includes an appointment system so backlogs will become virtually non-existent. Signed by 20 of the 50 trucking companies, the agreement represents about 85 percent of the truckers. Many of those companies who refused to sign the deal saw their drivers jump ship and join other firms.

And Local 31 is seeing the benefits too. American Cartage, a Teamster company that had 65 drivers prior to the action, saw its payroll and business jump. Now, the company has grown to more than 100 drivers – all of whom are Teamsters.

"There's still an odd hiccup, but it's really helped the industry," Zimmerman said. "Our contract elevates the wages and puts stability back into the industry. It's been a terrific boon to the drivers and the Teamsters."

"It's a good deal," Brown said. "The companies are making money, we're making money and being paid fairly for what we do."



WestEx in the Bullseye

Western Region Freight Locals Target Yellow Subsidiary

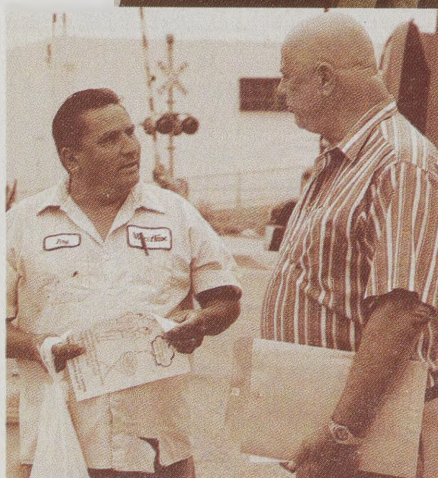
Teamsters throughout the west have stepped up organizing efforts at WestEx Freight, a subsidiary of Yellow Freight. The renewed campaign follows the recent closing of Preston Trucking, a former Yellow company, and Yellow's summer purchase of non-union Jevic.

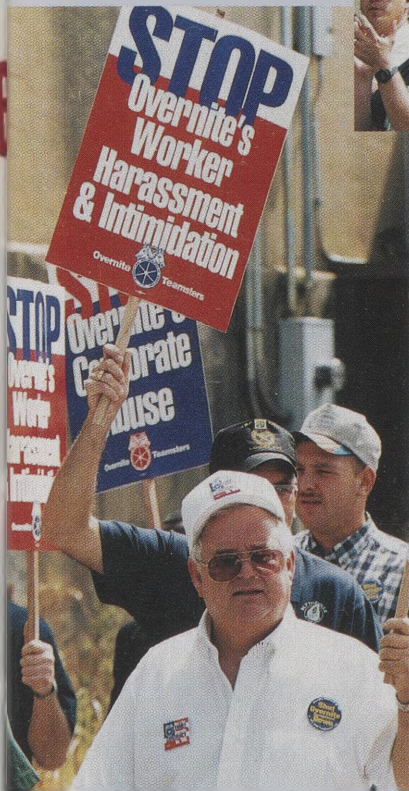
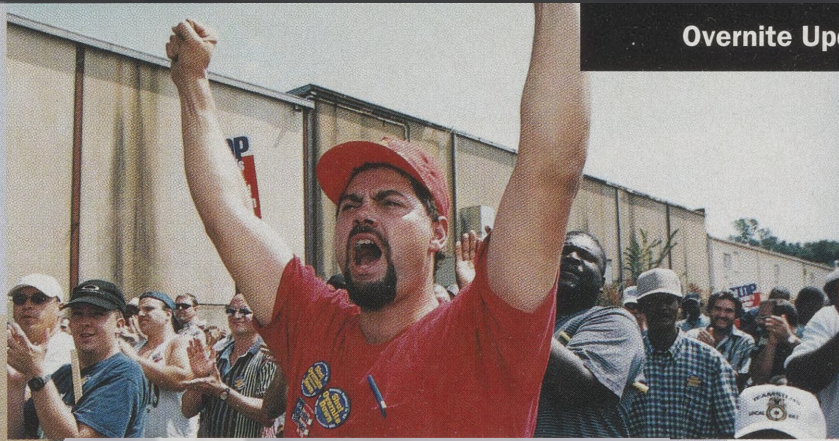
WestEx employees initiated contact with Local 63 officials in southern California. They raised serious concerns about poor working conditions, lack of job security and regular seniority violations. Moreover, workers cannot reach the full-pay level until completing five years of service. A fact, according to Local 63, not one single employee has ever been able to achieve. In response, Teamsters locals throughout Arizona, Colorado, California, Nevada, New Mexico, Texas and Utah are working together to develop a company-wide organizing strategy.

"We firmly believe that if enough pressure is put on WestEx through organizing, Yellow Freight Systems may revisit their initial offer to negotiate a regional agreement," said Local 63 Secretary-Treasurer Randy Cammack.

Union supporters have refused to back down in the face of management reprisals and threats of discharge and shut-down.

"Our influence is not to be underestimated as WestEx drivers and dockworkers have expressed growing interest in Teamsters organizing efforts," Cammack continued. "Sometimes the only way to win the war is one battle at a time."





On the Track to Justice

Teamsters Turn Up the Heat on Renegade Company



"You talk about corporate outlaws – Overnite is the biggest corporate outlaw there ever was," General President James P. Hoffa told a rally of Overnite workers. "Someone is going to bring them to justice, and it's the Teamsters union that is going to do it."

There have been more than 1,000 labor complaints against Overnite since the Teamsters organizing campaign began in 1994. Time and again Overnite has been found guilty of engaging in a combative and illegal attack on its workers. And the Teamsters union does not intend to allow the company to get away with the lawbreaking.

Overnite Transportation Company tasted what an unfair labor practice strike would be like when more than 500 workers showed their resolve at a rally outside Local 667 in Memphis, Tenn.

"We will not stand by and watch hardworking American workers be

abused by a corporate giant," Hoffa said. "We must stand up and continue our fight for justice."

Overnite Stalls Workers

The Teamsters have been actively organizing at Overnite, a subsidiary of the rail giant Union Pacific, since the workers first approached the Teamster in 1994. Workers at 37 of the company's terminals have voted for Teamster representation. Despite more than 150 contract negotiating sessions since 1995, the company continues to stall the talks.

"Overnite has flaunted the law and shown contempt for the us," said Sam Powell, a Teamster member. "The company will do anything not to bargain in good faith with us."

In September, the company rejected an offer from the Federal Mediation and Conciliation Service (FMCS) to mediate the contract negotiations. FMCS is the government's internationally recognized mediation service. Instead, Overnite continues to use goons to attack union supporters,

spread misinformation in the media and file frivolous legal appeals in order to thwart its workers' desire for Teamster representation.

Laying the Tracks of Solidarity

Overnite's tactics have pushed the Teamsters into preparing a nationwide, unfair labor practice strike. This threat has caused Overnite Chairman Leo Suggs to give brash statements in the press about moving freight onto trains and bringing in scabs to replace striking workers.

The Brotherhood of Locomotive Engineers and eight other unions that represent railroad employees support the Teamster effort. When Overnite attempts to move freight onto rail as a means of subverting the strike, Teamster pickets will follow those trucks to the rail yards, and the railroad unions trigger rail union action. Their solidarity will freeze the freight.

"The solidarity of the rail unions is critical to the Overnite workers' battle," Hoffa said. "We must all come together to stop Overnite's unfair labor practices."

Horizon Air Pilot's Contract Campaign Takes Off

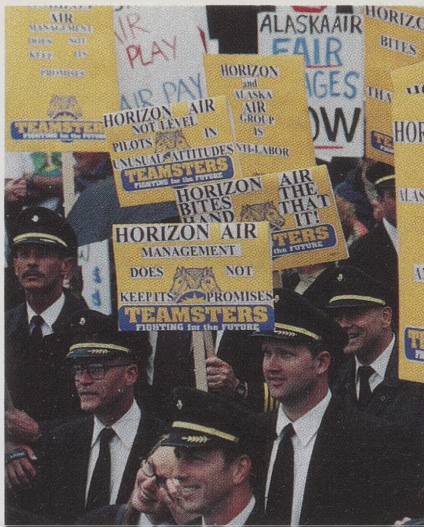
The *Wall Street Journal* calls the 22-month contract dispute between Horizon Air and its pilots and first officers, a "clash of values." But the Seattle-based regional airline's 650 pilots and first officers, who are members of Teamsters Local 747, are fighting for their families.

"Our families are important," said Gary Smith, chair of the pilots' group at Horizon and chair of the negotiating committee. "We want to be able to go to PTA meetings and Little League games. But, the company won't guarantee us a day off. Our families never see us."

Smith also says the company's wage scale hurts their families. He pointed out that some of the pilots' family incomes are so low that they fall below the National Poverty Standard, which qualifies them for government-assisted housing, food stamps, and public assistance.

Studies show that Horizon pilots earn up to 30 percent less than other pilots flying similar aircraft.

The pilots decided to take their concerns to the public. During the summer, pilots staged informational picket lines at several airports served by Horizon. When the working conditions were outlined to the public, passengers began backing the pilots. They have also received support from area "Jobs With Justice" groups and central labor councils.



"We have about 85 percent of the pilots making voluntary contributions to keep the campaign going. Our members are serious about winning a first contract that protects our jobs and our families," Smith said.

The pilots' campaign has not gone unnoticed. The company called the pilots' increased militancy "disturbing." Pilot Doug Stacey says that the company is worried about a job action and that they are "moving negotiations along just far enough to say the talks aren't stalled."

Airing Cintas' Dirty Linen Teamsters Win Pay Hike, Block Decertification Scheme

Members of Teamsters Local 414, who drive for Cintas laundry service, in Fort Wayne, Ind., were determined not to let the company divide them during recent contract talks.

When the company started putting highly-paid, union busting consul-

ants in the trucks with the drivers, the drivers told them to take a hike.

When the company offered drivers free pizzas to listen to an anti-union presentation, the workers said thanks but no thanks.

When the company gave one of their drivers from another city time off with pay and picked up his expenses to come to Fort Wayne to tell the Local 414 members they didn't need the Teamsters, the drivers told him to get out of town.

And when the company began a decertification scheme, workers stopped it dead in its tracks.

"The company's fingerprints were all over the anti-union stuff," said Brian Gamble, a union steward at Cintas.

Cintas workers obtained real evidence of the company's illegal decertification scheme from management itself. Shortly after being dismissed, a manager revealed the company's plans to the union.

"We had proof the company was behind the decertification," said Dennis Arnold, Local 414 business agent. The local took its proof to the National Labor Relations Board. The board ruled the decertification petition was "tainted" and invalid.

Stung by the ruling, the company returned to contract negotiations and dropped all of its concession demands. The workers also won an increase in wages and commissions.

The Local 414 members weren't finished with the company. They filed a grievance over the company's failure to pay them overdue wage increases. The grievance went to an arbitrator who awarded each of the drivers \$1,000 in back pay.

"We all win when we stick together," said Kirby Kelly, a steward at Cintas. "Teamster solidarity works."



Pepsi Workers Contract is Top of the Pops

Pepsi Cola workers in San Diego ratified a new three-year contract by an overwhelming margin of 157-5. The members' solidarity enabled them to win a contract with pay increases as well as improved health and welfare benefits.

Although the economic gains for the individual members are important, Local 683 is most proud of the non-economic gains, including an increase in the number of shop stewards, more union bulletin boards in all work areas and an improved grievance process.

A Step Forward

Task Force Organized, Union Begins Anti-Corruption Planning

General President James P. Hoffa and former assistant U.S. attorney Ed Stier have made significant progress in the early stages of the Teamsters Anti-Corruption initiative.

Hoffa recently formed a task force of senior union staff to implement the union's anti-corruption initiative. Hoffa also announced the appointment of Judge Harris Hartz, who will help assist Stier in coordinating the plan.

"This project is vital to the future success of the Teamsters," said General President James P. Hoffa. "As Teamsters we will work together to craft a standards of conduct that will embody the spirit of our union."

The union is also working with the Ethics Resource Center, an internationally-recognized, nonprofit, nonpartisan, educational organization dedicated to the promotion of ethics.

"The Ethics Resource Center lends very valuable expertise to this project," Hartz said. "Their abilities will help us ensure that the standards not only meet recognized ethical standards, but are a true reflection of the values of the Teamster members."

An Ethical Foundation

The task force recently met with at the Ethics Resource Center office to begin the process of coordinating outreach to local union officers and members.

The task force will also begin collecting information from all available sources by employing focus groups, member surveys and a thorough review of historical Teamster documents and ethics codes used by institutions similar to the Teamsters.

Hartz Joins Team

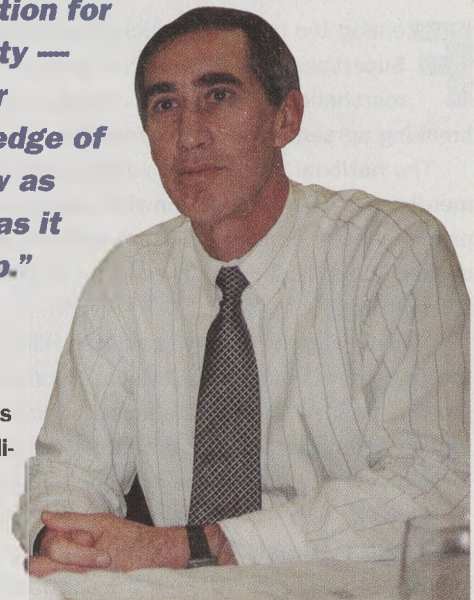
Judge Harris L. Hartz, who has served on the New Mexico Court of Appeals since 1988, will join former assistant U.S. attorney Ed Stier to help coordinate the union's anti-corruption program.

Hartz worked as an assistant U.S. attorney and as the executive director of New Mexico's "Governor's Organized Crime Prevention Commission.

Creating Teamster Standards

- 1 **COLLECTING INFORMATION**
Interviews, focus groups, document review, surveys
- 2 **DRAFT STANDARDS**
- 3 **STANDARDS REVIEW**
Focus groups and expert panel review code
- 4 **REVISE STANDARDS**
- 5 **STANDARDS REVIEW**
Focus groups and expert panel review code
- 6 **FINAL DRAFT**
Revise draft as needed
- 7 **APPROVAL**
Project team approval
- 8 **FINAL APPROVAL**
Approval by the General Executive Board

In a glowing editorial about Hartz, *The Santa Fe New Mexican* editorial board wrote: "He brings more than mob insights to the job: Hartz has a well-deserved reputation for integrity — and for knowledge of the law as broad as it is deep."





Laying the Track for New Jobs at UPS

RAILROAD FAILURES LEAD TO FULLTIME JOBS

UPS management thought moving trailers by train would solve a number of problems. Much to their dismay, the absorption of Conrail by CSX and Norfolk Southern has created a fiasco and cost the company more than \$11 million for failure to deliver "guaranteed" packages on time.

"The only way UPS can fix this mess is by creating more full-time

jobs," said General President James P. Hoffa. "This will benefit both the Teamsters and the public."

The rail failures have resulted in the creation of more than 110 permanent, full-time positions, and 300 UPS Teamsters have been put into service as feeder drivers. Additionally, the company has expanded the number of tractor-trailer training schools and begun purchasing new tractors.

**"The only way
UPS can fix this
mess is by
creating more
full-time jobs."**

— GENERAL PRESIDENT JAMES P. HOFFA

"The anticipation of loads coming off the trains and being put on the road not only will assure me of work every day, but will help other feeder drivers attain permanent bids," said Robert Downey a 10-year UPS Teamster from Local 710 in Chicago. "I am very glad to see this happen for the future of our drivers and UPS."

TEAMSTER IMPACT

Teamsters Win Job Security, New Jobs In Ground Breaking National Agreement With SuperValu Grocery Chain

Fearing the impact of a possible national strike, SuperValu, one of the nation's largest grocery and merchandise distribution chains, signed a ground-breaking agreement with the Teamsters.

The national agreement, which covers Teamster members in 10 locals nationwide, ends subcontracting, provides job security for current workers and creates up to 650 new full-time driver jobs over the next 12 months.

"This is a great victory," said Ken Hilbish, director of the Teamsters Warehouse Division. "Subcontracting is a growing problem in the warehouse industry. This new agreement marks the first time that we have been able to force a company to end the practice nationwide."

At stake was a \$3.5 billion contract SuperValu had recently signed with Kmart to provide merchandise warehousing and delivery. Through the contract, SuperValu

attempted to circumvent its Teamster workers by hiring subcontractors.

"When we found out that SuperValu was trying to take work away from Teamsters, we filed charges with the National Labor Relations Board (NRLB) and told our members to get ready for a strike," Hilbish said.

Hilbish said that SuperValu could have lost the Kmart contract had the company forced Teamsters out on strike. So, SuperValu agreed to a pact specifying that all current and future Kmart work will be handled by Teamsters. The company must also get permission from the union before it is able to subcontract any Kmart work.

"Even though we don't have a national master agreement with SuperValu, we were able to solve a national problem by threatening to shut down the company's operation around the country," Hilbish said. "Our members were ready to strike to protect their jobs."

“When it comes to the members’ dues money, we’re not taking any chances,” said General Secretary-Treasurer Thomas Keegel. “The IBT is taking our fiscal planning program to the local leadership.”

The International recently established the Teamster Leadership Academy for local union and joint council officials to better handle financial and administrative responsibilities. The training sessions tackle a wide array of issues including the new anti-corruption program, local union by-laws, budgeting and audits.

“Our new administration has instituted a series of financial reforms to protect members’ dues money and ensure that the abuses of the last administration are never repeated,” Keegel said. “We are working with local officials to advocate a sound approach through all levels of the union.”

In addition to recent fiscal improvements that have resulted in the doubling of IBT assets in the first quarter of the Hoffa administration, Secretary-Treasurer Keegel announced additional efforts to protect Teamsters dues money. Keegel’s office has:

- 1 Established a system in which all union income is immediately deposited and accounted for. The system maximizes the union’s investment returns on receipts;
- 2 Hired an independent CPA firm to review all IBT internal controls and make recommendations for improvements.

- 3 Begun a review of the Teamsters National 401k program to increase member options, improve returns; and provide better service.

“We do not take our responsibilities for granted,” Keegel said. “We will continue to be vigilant and protect the financial affairs of this great institution.”

Eye On Your Dues

INTERNATIONAL TAKES FINANCIAL SHOW ON THE ROAD

Establishing Controls, Safeguarding Assets

The IBT recently hired an independent CPA firm, Thomas Havey LLP, to review all internal controls and provide recommendations for improvements. The firm currently provides independent audits for the IBT and 27 other international unions.

Thomas Havey LLP was selected by the new administration to safeguard the union’s assets and prevent any future recurrences of the 1996 financial abuses of then-President Ron Carey’s administration.

“This firm has an impeccable reputation,” said General President James P. Hoffa. “We are working diligently to prevent any abuses of members’ dues money.”

Flight Attendants Reject Tentative Agreement

Members Reject 25 Percent Pay Raises, 80 Percent Pension Increases

Teamster flight attendants at Northwest Airlines recently rejected a tentative agreement reached between the Local 2000 negotiating committee and company officials.

“These members have been fighting a bitter battle with management,” said Teamsters General President James P. Hoffa. “Clearly, Northwest Airlines did not meet our members’ needs and will have to do better. We will

assist Local 2000 in its efforts to gain a contract that our members can support.”

Northwest flight attendants have been without a pay increase for 10 years, despite record-profits by the airline. The proposed contract would have provided members with an average 25 percent wage increase and 80 percent pension increase over the term of the agreement.

On Both Sides of the Aisle

Teamsters Fight for Working Families



With razor thin majorities in both the U.S. Senate and House of Representatives, the Teamsters must take a bipartisan approach when pursuing pro-labor policies.

Recently, the union demonstrated its commitment to building bridges between the union and pro-labor candidates on both sides of the aisle at two different political functions: the Iowa Republican Straw Poll and the annual Cook County Democratic Fundraiser.

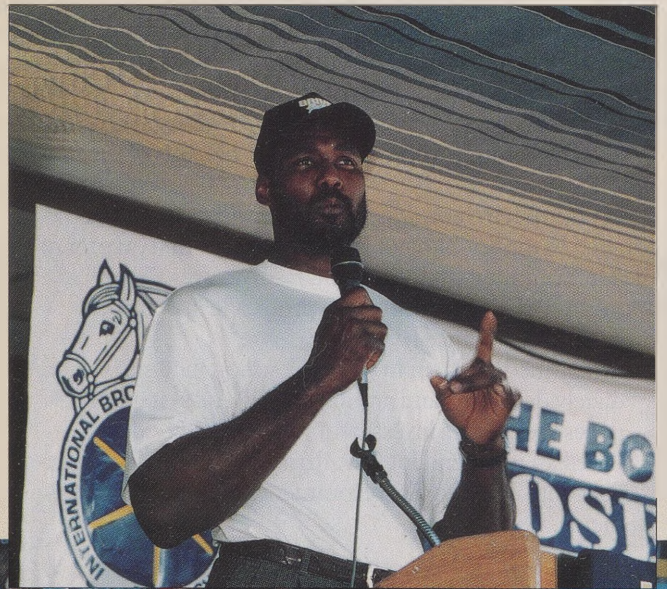
"The Teamsters tent is large enough to hold many views," said James P. Hoffa, Teamsters General President. "United, the Teamsters will strengthen the union and keep labor issues in the political spotlight."

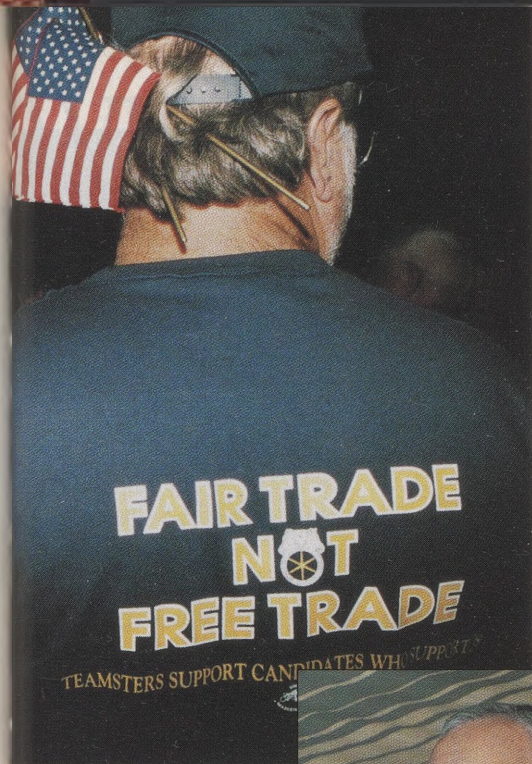
Teamsters Test Republican Candidates Early At Iowa Straw Poll

Amid country music and the smell of barbecue, the International Brotherhood of Teamsters struck a serious tone at the Iowa Republican Straw Poll

Ames, Iowa may never forget the unmistakable sound of Teamsters unity: the rumble of 600 Teamster families and six Teamster tractor-trailers streaming onto the Iowa State University campus.

"When we rolled into the ISU complex we proved what type of effect Teamsters have when we are unified. And unity will always be our greatest strength," said Paula Larsen, a Local 147 member from Des Moines.





"Many people stopped us during the day and commented positively on the pro-labor statement our presence made. And this was a Republican event! We represent real working people in America, not just corporate interests."

Wearing shirts with the slogan "Fair Trade Not Free Trade," the Teamster families descended on Ames to assess the Republican presidential candidates' positions on issues like workers' rights, job safety and the protection of American jobs from unfair trade. Bad trade deals like NAFTA have cost the state of Iowa nearly 5,000 jobs since 1993. Despite this fact, big business continues to move well-paying American jobs across the border into countries with few labor laws and low pay.

Presidential candidates Pat Buchanan and Senator Orrin Hatch (R-UT) addressed Teamsters and their families on how they would end unfair trade competition and keep unsafe Mexican trucks off U.S. highways.

"The Teamsters have a long history of shaping the political agenda of this country, and Iowa Teamsters have the opportunity to help shape the political debate early in the campaign," said James P. Hoffa, Teamsters General President. "Iowa Teamsters brought the issue of trade and its effect on working families to the forefront of the presidential political discussion."

Iowa Conference of Teamsters President Will Ewart echoed Hoffa's remarks, "We are flexing our muscle to show the presidential candidates that we will not be ignored when it comes to issues that affect our families."



Cook County Democrats Join President Hoffa In Saluting American Labor

Windy City Democrats Blown Away by Hoffa's Labor Message

Teamsters and Democrats packed into a Chicago-area Plumbers Hall to hear Teamsters General President James P. Hoffa speak about the revival in American labor. He also spoke of the need for Democrats to put labor issues back at the forefront of the political debate and ensure that the voices of working people are heard.

"American families cannot stand alone against bad trade deals like NAFTA," said Hoffa, who called for Democrats to join the Teamsters in protecting American families from anti-worker policies. "We must work together to keep America working."

The crowd welcomed his message.

"Everyone in the room fed off of the pro-labor message," said Kathy Singraber, a 23-year member of Local 710.

Trade issues are important to areas like Chicago, which was once an epicenter of America's manufacturing and production. Today, middle-class jobs have become endangered due to NAFTA and other unfair trade policies, which pit American workers against third-world workers in a race for the bottom of the wage scale.

"There's a scorecard when it comes to judging trade. When our nation is running a deficit, our workers are losing their livelihoods," Hoffa said. "When we run a trade surplus, American workers are winning good jobs and a future for their children. Today, we are losing this fight. So, we must renew our stand for fair trade. We must level the playing field. Every nation must pay decent wages to its working people. It is the only way we can all build a future for our families."

Cook County Democratic Party Chair Thomas Lyons hadn't seen a crowd like the one that welcomed Hoffa in 10 years of hosting party fundraisers. Hoffa's appearance broke attendance records set by First Lady Hillary Clinton and Ted Kennedy, Lyons said.

Airport Parking Shuttle Workers Punch Ticket for Teamster Membership, Reject Management's Slick Anti-Union Tactics

Aerolink employees at Washington D.C.'s Dulles Airport had a choice to make. They could believe a slick Madison Avenue video produced by the company or they could believe their co-workers who were organizing to join Teamsters Local 639.

The company, which holds the contract for shuttling passengers from outlying airport parking lots to the terminal, attempted to convince the workers that the company was one big family that didn't need outsiders like the Teamsters "interfering" in

"We told our coworkers the only way to ensure better pay and benefits was by getting a Teamster contract."

employer-employee relations. The union organizing committee had a different view.

"Management couldn't be trusted to deal fairly with workers," said Dennis James, a member of the organizing committee. "We told our coworkers the only way to ensure better pay and benefits was by getting a Teamster contract."

The organizing committee countered management's anti-union cam-

paign by distributing flyers explaining the truth on issues like dues and strikes.

"We felt the best way to expose management's lies was to sit down and talk with each worker one-on-one," said James. "This way we could answer any question they had and they would be hearing it from somebody they saw every work day."

Member-organizers pointed to their fellow Aerolink employees in Philadelphia who are Teamster members. The positive gains the Philadelphia workers have made with a union contract helped convince Dulles workers to vote yes.

Playing the Teamster Card

Workers at Las Vegas' Paris Hotel and Casino dealt themselves a winning hand by joining the Teamsters Local 995.

The recognition was achieved without a traditional election. Instead,

with assistance from Joint Council 42 leadership, the local negotiated a card check agreement with the employer. Once the employees had signed a majority of cards, the hotel's owner recognized the union.

Classifications covered by the card check recognition include: front desk clerks, valet parkers, gardeners, laborers, warehousemen, receivers and window cleaners.



Three Wins in 30 Days

New Hampshire's Local 633 had a good summer. Organizer Tom Noonan helped workers in three workplaces join the Teamsters in a 30-day period.

First, police and communications officers at Pittsfield Police Department voted unanimously to join. Just 22 days later, the drivers, laborers and the batcher at Box Concrete in Rochester chalked up another Teamster victory. On that win's heels, more than 30 workers at the Quikrete Company voted overwhelmingly to join.

"It's been active summer as far as organizing. And we haven't let up, we're talking to other groups," Noonan said.

Corrections Officers Won't Be Held Prisoners Over Pay

Volusia County, Florida corrections workers weren't going to let their department walk all over them when it came to sick time and merit pay. So they decided to organize with Teamsters Local 385.

Over the six months, officers and organizers conducted an organizing drive that resulted in a landslide election. When the tally came in, workers knew they would come to the bargaining table with a position of power. Officers cast 175 ballots out of 200 possible for Teamsters' representation.

"This vote gives the officers some control over their jobs and an opportunity to do something for themselves," said volunteer organizer Mike Thompson.

The corrections officers are the third group of public employees in the Orlando area to join Local 385.

When You Wish Upon a Union...

Teamsters Deliver Benefits, Job Security to Disney Warehouse Workers



When Disney fired warehouseman Albert Campbell for selling sandwiches to his coworkers, Local 667 organizers knew it was a bunch of bologna. Management fired Campbell because he was active in the Teamsters' drive to organize warehouse workers at the company's distribution center in Memphis.

Fellow workers found this action hard to swallow, particularly because it came 10 days before the election that certified the Teamsters as the warehouse workers bargaining agent. But Campbell's dismissal was only part of Disney's anti-union campaign designed to scare workers into not joining the Teamsters. Disney's attacks included mandatory, "captive audience" meetings, and retaliatory discipline measures taken against union supporters. In a two-day period, Disney issued 89 disciplinary counts to pro-union employees.

"It was clearly a case of intimidation," said Henry Perry, Secretary-Treasurer of Local 667, who led the Teamsters successful organizing drive at the Disney warehouse.

Fed-up workers decided to show their support for the Teamsters. The Saturday before the vote, Perry brought gray

Teamsters t-shirts to the meeting, and sold them for \$5 each.

Fifty people bought shirts. Workers wore their Teamsters shirts to work every day that week, and washed them at night. During the week, about 20 more persons bought shirts.

The workers chose the Teamsters as their bargaining agent with a convincing 90-65 vote on April 16. Local 667 negotiators went to the table quickly and negotiated an appetizing plate of benefits. In August, the workers unanimously approved a new contract with a 3.5 percent pay increase, time-and-a-half pay for any work more than an eight-hour day, a seniority system, a simplified pay structure and a formal grievance process.

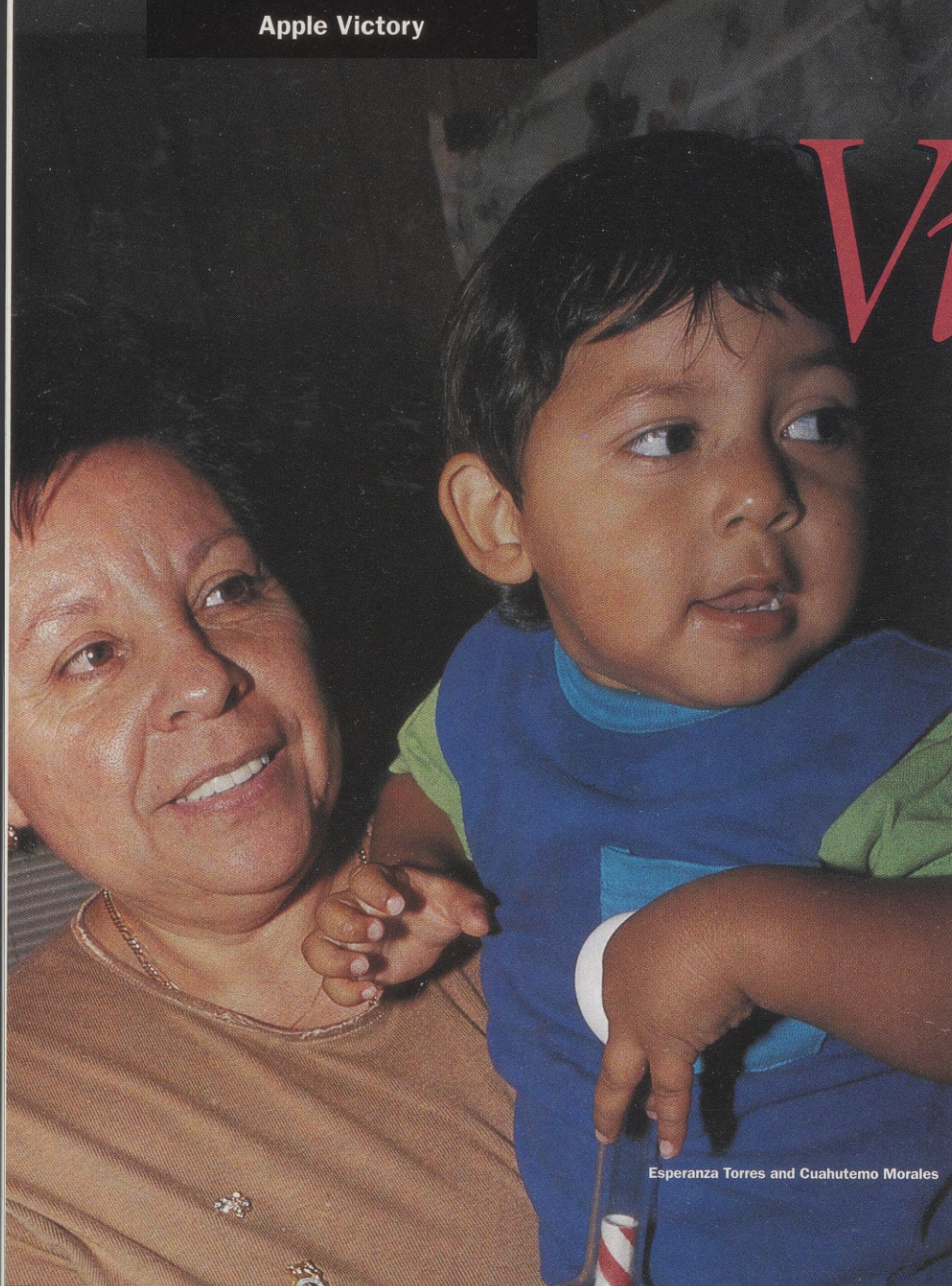
"We're just blessed to have a union," said Edith Naylor, one of two warehouse employees who helped negotiate the new contract. "They weren't going to ever give us any of these benefits. We fought so hard for a union."

Since then an additional 30 warehouse workers have joined the Teamsters.

"We want people to make up their own minds about the union," said Roy Walters, who serves with Naylor as the union's two shop stewards. "People have security now. You hear a lot of people say they have peace of mind because of the union. Just because your supervisor is in a bad mood, people won't have to worry about losing their jobs."

The Teamsters are on the job. No bologna.

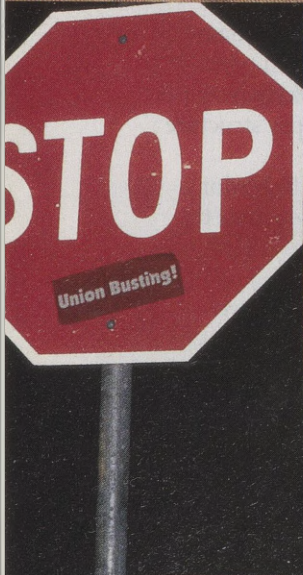
Victory



Esperanza Torres and Cuahutemo Morales

Just three hours before the midnight deadline for the Teamsters to have a majority of signed union cards from workers at Stemilt Growers Inc., organizer Esperanza Torres jumped out of her car with a smile on her face and five fresh union cards in her hands. As she walked in Local 760's door, she handed the cards to organizer Bernadette McCulloch and both let loose sighs.

Earlier in the day, Torres and McCulloch were locked in a Wenatchee hotel room with officials from Stemilt, Washington state's largest apple packer. The parties watched Judge Steven Charno comb over hundreds of union cards comparing signatures. In his hands rested the fate of 623 warehouse workers and a three-year Teamster effort to organize Washington's apple workers. When Charno questioned some of the signatures, the two organizers figured they better have workers re-sign cards so



Jorga Starr and John Bishop



in the Valley

Teamsters Fulfill Promise to Apple Packers

there would be no question as to the signatures' authenticity or the workers' intentions. The instant the duo left the hotel room they got to work. Torres spent the evening tracking down union supporters.

About 16 hours later, in that same hotel room, Charno announced his finding: the union had the majority. A three-year struggle reached another milestone, one that the company will want to overturn, but that should stand.

"It's taken exactly what Esperanza did Wednesday night to make this happen," said Paula Macchello, the apple campaign coordinator. "We've battled misconceptions about the union, fear of reprisals, fear of the company everyday for the last three and a half years, but we've done it."

50 Years in the Making

Over the last 50 years, many of the valley's packinghouse workers sought representation. Though there have been organizing victories, workers have never gained a contract. Nearly four years ago, workers at Stemilt and Yakima's Washington Fruit Company made overtures to the Teamsters. Workers were tired of being treated as expendable cogs in the valley's increasingly wealthy fruit economy.

"We committed to helping the apple workers stand up and gain the respect their labor deserves," said General President James P. Hoffa. "Today, because of their unity, our brothers and sisters in the apple warehouses have sent a

shockwave of hope through the industry. And we will continue to make history by achieving a good, fair contract."

On the Ground from Day One

Genaro Morales has lived the struggle. For nine years, he has packed Stemilt apples. His work has been appreciated around the world. But for the last three years, Stemilt's relentless opposition to his right to join a union turned Morales' workplace into a war zone. Morales started by having union meetings in his home. For his support of the union, Stemilt fired him. After workers and community groups protested his dismissal he was reinstated. Just three weeks later, he was fired again. His second reinstatement took months to achieve and cost Stemilt back wages, but the company made its point: union organizers and supporters will be intimidated and harassed.

"It's about fear," McCulloch said. "I've seen a lot of nasty companies in my time, but nothing as bad as Stemilt. The lawyers they hired were vicious. And they not only terrified people at the plant, they totally bamboozled the company itself."

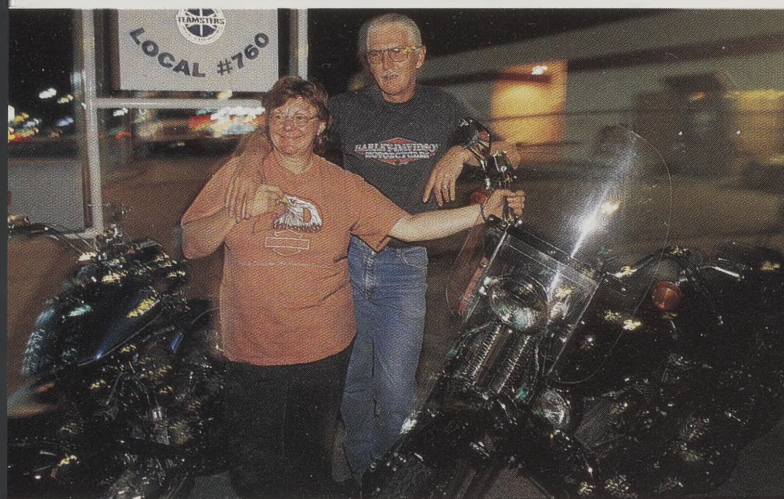
In news reports, the company stated that combating the workers efforts was costing them \$5,000-\$6,000 a day in legal fees. Chuck Dorn and Jorga Starr have been on the receiving end of Stemilt's "legal fees." They have sat through countless captive audience meetings, watched videos on



Barb Butler and Shirley Pate



Clemencia and Mariano Laros



Mesa and Chuck Dorn



Olga Valenzuela and Manuel Rivera

union corruption, heard how the union will destroy Washington's agricultural economy and seen coworkers and fellow supporters disciplined or fired for dubious reasons. But this forklift driver and sorter have stood tough.

"We want to make sure our workers can afford to live in this expensive valley, but more important than that we want to be respected as an integral part of the success of the valley," Dorn said. "Those union-busting attorneys really sold the Mathison's [Stemilt's owners] a bill of goods about what the union is. And we are the ones that have paid the price for it."

A Long and Tortured Road

In 1994, Teamster organizers began an organizing drive with the intent of forcing the companies to recognize the union without an election. Over the course of the next two years, organizers built plenty of public and media support, while the company concentrated on attacking the employees.

By the end of 1997 the organizers realized the companies were never going to recognize the union. They even publicly challenged the union to call an election. In November, with a majority of card signers, the union called for an election. But the companies had employed experts in "union avoidance," to conduct an illegal, but effective campaign to thwart the workers' rights. By January, the workers were afraid. As a result, Stemilt and Washington Fruit workers voted against representation.

Both companies' campaigns of terror landed them in court. To this day, Washington Fruit continues to litigate the charges. But faced with an impending guilty judgment, Stemilt chose to settle with the union. The settlement, negotiated by International Vice President Jon Rabine, included a card-check recognition agreement giving the union a three-month window to have a majority of workers sign union cards. If the campaign was successful, the company agreed to bargain in good faith.

"They were happy to agree to it, because they thought they were going to win," Macchello said. "Stemilt was positive that they had cowed and terrorized their people into submission. They were wrong."

But in 1999, the Teamsters were different. Hoffa and new Organizing Director John Murphy quickly committed the resources necessary to resuscitate the campaign. Organizers

"It's a company town, we know that. But it's our town too," Morales said. "My children Nayeli and Temo were born here. I want a better future for them. So, we will have a union here. We will have a contract. We will have a better life."—Genaro Morales

focused on the workers' needs. They rebuilt relationships person-to-person. The new organizing drive didn't play out in the media. Instead Macchello, McCulloch, Torres knocked on more than 1,000 doors in their one-on-one effort to revive an organizing drive most predicted was dead in the water.

The strategy worked. The warehouse workers realized that they could gain a voice at the company through the Teamsters. By August 20, a majority of workers had signed Teamster cards.

The Future Is Now

Starr, Dorn and Morales have nearly 30 years of combined experience at Stemilt. Like most of the workers they like their jobs, their town and they want the company to succeed. Still, they recognize that employees must have representation. They look forward to having a defined, stable work environment in which the rules are spelled out in a contract, not left to the whim of a manager's mood.

Stemilt continues to deny the majority status. Each member must continue standing up to Stemilt's strong-arm tactics. But then, no one ever believed it was going to be easy.

"It's a company town, we know that. But it's our town too," Morales said. "My children Nayeli and Temo were born here. I want a better future for them. So, we will have a union here. We will have a contract. We will have a better life."



Unity Through Education

Teamsters National Black Caucus Builds Strength at Annual Conference

When Joylyn Billy shared her story with the Teamsters attending the 24th annual Teamsters National Black Caucus Educational Conference, she knew there was hope.

Two years ago, Billy, a Teamsters Local 473 steward in Ohio, and her fellow members were on the brink of becoming statistics in a wave of vicious corporate downsizing. But they didn't lie down. They fought back and saved more than 400 good jobs.

Billy exemplifies how unionists can help each other by educating fellow members about their struggles.

"Education is emancipation, and it's a fitting theme for us as we embark on a new millennium," she said. "We must connect with one another if we hope to succeed."

During the three-day conference, more than 600 members from

around the Teamsters union, including members of the Teamsters National Hispanic Caucus, swapped stories of collective strength and unity. Gathering in New Orleans under the banner of "Unity Through Education," the group exchanged experiences and helped each other forge skills needed to face the future.

"As Teamsters and as members of the American labor community, we should recognize our diversity and encourage each other to take advantage of the opportunities that are out there," said Alvin E. Lee of Local 808 in New York City.

The conference was designed to give African-American Teamsters the tools to become more involved in union activities and inform the African-American community of labor's critical role in supporting civil rights.

Participants also hosted a special youth workshop. Students from the Dr. Martin Luther King, Jr. elementary and middle schools in New Orleans attended the workshop in which they learned the important role unions play in improving the lives of working Americans. In addition, the youth were given a tour of the "Buffalo Soldier" exhibit, which highlighted the role African-American cavalry troops played in settling the west.

"We must see each other as brothers and sisters. That is the message of labor. Recognizing and respecting diversity is crucial to building the strength we need to allow us to lift each other to greater heights," said James P. Hoffa, Teamsters General President. "Only by working together can we secure a good future for all working men and women."

Washington Watch

Housing Jobs Threatened

The U.S. House of Representatives recently passed a bill that, if enacted, could jeopardize the jobs of more than 10,000 Teamsters employed in the public housing sector. The current proposal, H.R. 2684, the Fiscal year 2000 VA-HUD appropriations bill, does not adequately fund housing programs that employ Teamster members throughout the country. In fact, actual funding for next year's bill is cut by almost \$1 billion, because of off-sets, revisions and "gimmicks" that inflated last year's funding levels.

One of the areas short-changed in the bill is operating subsidies, which help pay salaries for staff and maintenance and repair of the housing units. Many of those employed in jobs affected by these projected cutbacks are Teamster members.

Although the Senate restored some housing program funding before it passed the bill, H.R. 2684 still falls far short of restoring necessary monies to essential programs. The President has promised to veto this legislation.

Call your Representative and Senators in Washington, and urge them to provide more funding for housing programs. Your job may depend on it!

Need a Job? Go to Jail

TWA has put new meaning in the phrase "You've been conned." If you call the airline to book a flight, you could be talking to a prisoner in a correctional facility that the airline uses for its reservations service. Companies like AT&T, Microsoft, Honda and Toys "R" Us are increasingly using prison labor to perform work like booking airline flights, packing and shipping software and even telemarketing.



H.R. 2558, introduced by Rep. Bill McCollum (R-FL), actually expands the Federal

Prison Industries

Program at the federal, state and local levels. The FPI sells products and services in the commercial market directly and in partnership with the private sector. Traditionally, prison laborers were used exclusively in the public sector, but the attraction of low labor costs is tempting Fortune 500 companies to go to jail for their labor force.

Prison labor extends beyond low wages. Prisoners do not receive unemployment insurance, vacation, sick leave or overtime, which makes labor costs even lower.

Call your Representative and urge him or her to oppose H.R. 2558.

Stop Classification Abuses

Some Members of Congress think it's okay for employers to hire only part-time workers that aren't entitled to benefits. Those same lawmakers also would allow employers to hire full-time workers and classify them as independent contractors, so they escape paying employee benefits again.

Under S. 344, the Independent Contractor Simplification and Relief Act, employers would be permitted to more easily reclassify traditional full-time employees as independent contractors. Employees who are reclassified as independent contractors lose access to unemployment insurance, pension and health benefits and are most often not protected by labor laws such as overtime and the 40-hour workweek.

In an effort to correct worker misclassification abuses, Reps. Gerry Kleczka (D-WI) and Amo Houghton (R-NY) introduced bipartisan legislation, H.R. 1525. The bill would eliminate many of the problems associated with worker misclassification and allow the IRS to issue regulations and other guidance to assist employers, employees and contractors in classification issues. The Teamsters Union supports H.R. 1525.

Please ask your Senators to oppose S. 344, and encourage your Representative to co-sponsor H.R. 1525.



Bobby Holden, UPS driver

Repetitive Delay Syndrome

Congress Tries to Further Delay Ergonomics Standards

UPS driver Bobby Holden understands that some aches and pains are a part of life. But when job-related pain threatens his livelihood, he believes his company should take responsibility.

"I pull up the hand brake on a large vehicle around 300 times a day. I make thousands of keystrokes on a package register and turn the ignition and bulk head key more than 600 times each day, and I'm told my job doesn't involve repetitive motion," said Holden, a 13-year member of Local 391 in North Carolina.

Bobby suffers from carpal-tunnel syndrome. Caused by repetitive workplace motion, carpal-tunnel is a debilitating injury that causes pain and deterioration in the joints and other areas of the body.

"My body tells the story," he said. "Carpal tunnel not only affects areas like you wrists, it attacks your joints

"I pull up the hand brake on a large vehicle around 300 times a day. I make thousands of keystrokes on a package register and turn the ignition and bulk head key more than 600 times each day, and I'm told my job doesn't involve repetitive motion."

— BOBBY HOLDEN

and back."

It's not just UPS drivers who are feeling the syndrome's effects; carpal-tunnel syndrome and other ergonomic-related injuries affect Teamsters members across the union. But these problems can be corrected. Treatment — such as wrist braces in

Holden's case — is one solution, but prevention is the best cure.

Unfortunately, there may be little relief in sight. Due to the massive lobbying efforts of UPS, the Chamber of Commerce and other business groups, the establishment of ergonomic standards has been delayed for years. And now the issue might be put off again.

Congress recently passed H.R. 987, a bill designed to prohibit OSHA from issuing a final ergonomics standard until the National Academy of Sciences completes another study and submits a report to congress.

The ergonomics battle now moves to the Senate. Sen. Kit Bond (R-MO) has introduced S.1070, the so-called "Sensible Ergonomics Needs Scientific Evidence Act" a companion bill to H.R. 987. Although the president has promised to veto the bill, Teamster members can strike a victory for American workers by urging the Senate to vote against S. 1070.



Pressing On at Preston

Teamsters Fight to Protect Members

The sudden closure of Preston Trucking, a regional LTL and former subsidiary of Yellow Freight, is the subject of an on-going Teamsters investigation. The union is leading efforts to ensure members receive full-compensation owed by the company, including claims under the Worker Adjustment Retraining Notification (WARN) Act.

Additionally, the Teamsters are working to ensure that all Preston assets are liquidated at fair market price to earn additional income to settle all member claims against the company. Preston officials believe the company will earn more than \$152 million through the sale of company assets, of which \$35 million will come from the sale of trucks and trailers.

Recent investigations show that Preston was losing \$1.7 million per month following the 1998 spin-off from Yellow Freight. Preston had failed to disclose the mounting losses to local union officials.

Further, many questions continue to be raised surrounding the relationship between Preston and Yellow. These issues include:

- ▶ The sale of Preston's customer list to Yellow on the eve of the bankruptcy for \$300,000;

- ▶ The sale of Preston equipment to Yellow – now subject to court approval;
- ▶ Severance agreements with two Preston principals that may allow their reinstatement with Yellow;
- ▶ Yellow's holding of warrants to purchase Preston stock;
- ▶ And, a continuing relationship between Yellow and Preston-owned 151 Truck and Tire.

"We will look under every rock and search every crevice to ensure Preston answers for their mistreatment of our members," said James P. Hoffa, Teamsters General President. "Preston workers deserved to be treated better. We are going to stand up for our members – every step of the way."

PRESTON CLAIM FORMS

Preston workers have been mailed claim forms. These forms must be returned by November 30, 1999. If you are a former Preston employee and have not received a claim form package, call your local union today to request one.

Dues Ripoff Trial To Begin

Indictment Says Former Staffer Funneled Dues Money to Carey Campaign

As the November Teamster heads to print, former Teamsters government affairs director Bill Hamilton is scheduled to go on trial for his role in the 1996 illegal fundraising scheme to re-elect disgraced Teamsters General President Ron Carey.

Hamilton was indicted for participating in a scheme to funnel nearly \$1 million from the Teamster Treasury to Ron Carey's campaign to defeat James P. Hoffa.

The trial is expected to include testimony by former Carey consultant Martin Davis, who recently pled guilty to numerous felony counts for his role in the scheme.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

OPINION & ORDER

88 CIV. 4486 (DNE)

United States of America,

PLAINTIFF,

-v-

International Brotherhood of Teamsters, *et al.*,

DEFENDANTS

EDELSTEIN, DISTRICT JUDGE:

BACKGROUND

This opinion emanates from the voluntary settlement of an action commenced by the United States of America against, *inter alia*, the International Brotherhood of Teamsters ("IBT" or "the union") and the IBT's General Executive Board ("GEB"). The settlement is embodied in the voluntary consent order entered March 14, 1989 ("Consent Decree"). The goals of the Consent Decree are to rid the IBT of the hideous influence of organized crime and establish a culture of democracy within the union. The long history of this case has been set forth in this Court's numerous prior opinions. Accordingly, only those facts necessary for resolving the instant matter shall be set forth.

Currently before this Court is Application LXV of the Independent Review Board ("IRB") ("Application LXV"), dated May 25, 1999. In Application LXV, the IRB requests that his Court affirm the IRB's May 24, 1999 decision.

FACTS

On August 4, 1997, the Independent Review Board ("IRB") recommended to International Brotherhood of Teamsters Joint Council 42 ("Joint Council") that it file charges against Local 848 Secretary-Treasurer James Santangelo ("Santangelo") and Local 848 President Richard Middleton ("Middleton") based upon their creation of a Severance Payment Plan (the "Plan") and the payment of money to themselves and others under the Plan in violation of Local 848's Bylaws. *See Proposed Charges against Local 848 Officers James Santangelo and Richard Middleton* (August 4, 1997) at 1. The IRB alleged that Santangelo and Middleton had brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution, and had breached their fiduciary duties to Local 848 members by directly and indirectly making illegal interest free loans in the form of advanced severance payments to themselves and Local 848 Recording Secretary Arlene Praw, in violation of 29 U.S.C. Sec. 503(a). *See id.*

At the time Santangelo and Middleton created the Plan, Local 848's Bylaws provided for severance payments only when a member's employment had terminated. Thus,

because Local 848 still employed Santangelo, Middleton and Praw at the time they received the payments, amendments to Local 848's Bylaws would have been required in order to make such payments legal. Although the amendments making such payments legal had been enacted by Local 848, the General President of the IBT had not yet approved them, and thus, they were not in effect when Santangelo, Middleton and Praw took their severance payments in July and August 1992.

By letter dated August 11, 1997, Joint Council President Michael Riley ("Riley") informed the IRB that the Joint Council filed the recommended charges against Santangelo and Middleton. *See Letter from Michael Riley to IRB* (August 11, 1997) at 1. On September 22 and 23, 1997, a Joint Council Panel (the "Panel") conducted a hearing on the charges. By decision dated October 21, 1997, the Panel determined that while the payments of the severance pay benefits were made before the IBT General President had approved the proposed Local 848 Bylaw amendments authorizing such payments, there was no merit to the charges, and therefore, dismissed the charges. *See Decision of the Hearing Panel on Charges Against James Santangelo and Richard Middleton Recommended by the IRB* ("Panel Decision") at 12-13. Furthermore, with regard to Santangelo, the Panel held that the statute of limitations barred the charges. *See id.*

On February 24, 1998, the IRB advised the Joint Council that the IRB found the Panel Decision to be inadequate. *See Letter from John J. Cronin, Jr., Administrator of the IRB, to Robert Lennox, Secretary-Treasurer of Joint Council 42*, (February 24, 1998) at 1. Accordingly, on June 9, 1998, the Joint Council held another hearing and by decision dated June 29, 1998, the Panel affirmed its earlier decision and again dismissed the charges. *See Supplemental Decision of the Hearing Panel on Charges Against James Santangelo and Richard Middleton Recommended by the IRB* ("Supplemental Panel Decision") at 13.

On August 13, 1998, the IRB notified the Joint Council that the IRB found the Supplemental Panel Decision to be inadequate. *See Letter from John J. Cronin, Jr., Administrator of the IRB to Robert Lennox, Secretary-Treasurer of Joint Council 42*, (August 13, 1998) at 1. The IRB determined that it would conduct a hearing *de novo* on the charges against Santangelo and Middleton as provided in the March 14, 1989 Consent Order in *United States v. International Bhd. of Teamsters*, 88 Civ. 4486 (S.D.N.Y.). *See Letter from John J. Cronin, Jr., Administrator of the IRB to James Santangelo and Richard Middleton* (September 10, 1998) at 1. Additionally, on March 19, 1999 the IRB received a letter from counsel for Santangelo and Middleton listing certain undertakings that Local 848 would institute in order to prevent a similar failure to abide by the Local's Bylaws and uphold fiduciary duties in the future. Letter from Baptiste and Wilder to IRB (March 19, 1999) ("Baptiste & Wilder Letter") at 2-3. Those undertaking are as follows:

- (1) The minutes of Executive Board and membership

meetings shall set forth in more detail the descriptions of the reports of officers and the issues discussed. (2) Although all officers are ultimately responsible, the Local Union Executive Board shall designate one officer to review, prior to implementation, every action of the Executive Board and membership to assure compliance with the Bylaws and the [IBT] Constitution. (3) The Local Union shall promptly schedule a seminar for all Local 848 stewards to educate them and heighten their sensitivity to fiduciary responsibility and other compliance issues. (4) A seminar shall be held for all Joint Council 42 delegates, representing [nineteen] Locals, at the April [1999] meeting to educate them and heighten their awareness of fiduciary responsibility issues, including compliance with their bylaws and the [IBT] Constitution, as well as the consequences that flow from failing to fully comply.

id.

On October 13, 1998, and on November 10, 1998, the IRB hearing was held before IRB member Honorable Frederick B. Lacey. The IRB issued its decision on May 24, 1999, finding that the statute of limitations had not run as to Santangelo; and that the charges against Santangelo and Middleton were proved. See Opinion and Decision of the IRB. In re: James Santangelo, Secretary-Treasurer and Richard Middleton, President of Local 848 ("IRB Decision") (May 24, 1999) at 26, 29. As a penalty, the IRB imposed the following sanctions on Santangelo and Middleton:

A) Respondents and their counsel, if they have not already done so, will immediately implement the corrective action that they proposed to take in their counsel's letter of March 19, 1999, as set forth in this opinion at p. 28; and their counsel will provide the [IRB] with documentary evidence that the corrective action has been undertaken. Compliance with this directive is to occur by July 1, 1999.

B) Respondents are to pay to Local 848 by July 1, 1999, the following sums as a penalty for the violations that were the subject of this Opinion and Decision:

Santangelo \$2,000

Middleton \$1,000

id. at 28-29.

Pursuant to Paragraph O. of the Rules of Procedures for Operation of the IRB, the IRB submitted Application LXV on May 25, 1999 for a ruling by this Court on the IRB Decision.

DISCUSSION

It is well established that the findings of the IRB, as the successor to the Independent Administrator, are entitled to "great deference." See *United States v. IBT* ("Friedman & Hughes"), 905 F.2d 610, 616 (2d Cir. 1990). In reviewing IRB disciplinary actions, this Court has held that the "arbitrary and capricious" standard of review is applicable. *United States v. IBT* ("Portal"), 908 F. Supp. 139, 143 (S.D.N.Y. 1995). Paragraph O. of the IRB Rules provides that "[i]n reviewing actions of the IRB, this Court shall apply the same standard of review applicable to review of

final agency action under the Administrative Procedure Act." See Rules and Procedures for Operation of the Independent Review Board for the International Brotherhood of Teamsters, Paragraph O. Furthermore, the Second Circuit has held that "the [Administrative Procedure Act] generally allows the reviewing court to set aside action only when it is arbitrary and capricious, an abuse of discretion or not in accordance with law." *United States v. IBT* ("Wilson"), 978 F.2d 68, 72 (2d Cir. 1992).

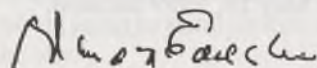
Santangelo and Middleton have not submitted any papers in opposition to the IRB Decision. This Court, having reviewed the IRB's May 24, 1999 Opinion and Decision and all accompanying exhibits, finds that the charges against Santangelo and Middleton have been proved by a preponderance of the evidence. There is nothing in the IRB Decision that could be construed as arbitrary and capricious, an abuse of discretion, or unwarranted in law. Furthermore, having reviewed the sanctions the IRB imposed, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Santangelo and Middleton are guilty.

CONCLUSION

Based upon the foregoing, Application LXV of the IRB is Granted and the IRB Decision is Affirmed in all respects.

SO ORDERED.

DATED: New York, New York
July 12, 1999



U.S.D.J.

REPORT XLVI TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Grant Crandall
Frederick B. Lacey
William H. Webster

DATED: September 21, 1999

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-sixth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including two new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. NEW INVESTIGATIVE REPORTS

A. LOCAL 531 - Yonkers, New York

On September 21, 1999, the IRB issued an Investigative Report to General President Hoffa recommending that Local 531 be placed in trusteeship. The financial conditions of the Local and three of its affiliated benefit funds have been deteriorating and pose inordinate risks to the members. In addition, it appears that the Local entered into at least five sham collective bargaining agreements designed to provide company owners or their spouses with health insurance although such individuals did not perform bargaining unit work.

Moreover, the Local regularly failed to obtain a quorum of fifteen members at membership meetings, used an ineligible person on the board and had a suspicious practice of not keeping minutes of meeting. Finally, the President and Secretary-Treasurer failed to cooperate with the IRB by attempting to conceal that an unlicensed driver used a Local-owned car, exposing the Local to substantial uninsured risks. Mr. Hoffa was given two weeks to inform the IRB of actions planned or taken.

B. JOHN A. COMONO - Local 813, New York, New York

On September 17, 1999, the IRB issued an Investigative Report to General President Hoffa concerning Local 813 former member John A. Comono. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by knowingly associating with Vito Guzzo, an associate of the Colombo LCN Family, and by forging a name on a credit invoice for which he was convicted of a felony. Mr. Hoffa was given sixty days within which to hold a hearing and to forward a final written report to the IRB.

III. STATUS OF PREVIOUS IRB CHARGES

A. J. D. POTTER - Local 19, Grapevine, Texas

In past issues of the *Teamster* magazine, we informed you that Local 19 President J. D. Potter allegedly testified falsely about the source of a contribution made to Mr. Hoffa, and also testified falsely to the Election Officer. On December 21, 1998, Acting General President Sever filed the charge. The IBT referred the charge to Joint Council 80 which held a hearing on August 24, 1999.

B. WILLIAM C. WRIGHT, JR. AND VINCENT N. LASITA - Local 100, Cincinnati, Ohio

In past issues of the *Teamster* magazine, we informed you that Local 100 President William C. Wright, Jr., and Secretary-Treasurer Vincent N. Lasita allegedly engaged in a pattern of violating the Local's Bylaws and the IBT Constitution. Each allegedly failed to describe accurately in the minutes, as required, a salary increase the Executive Board granted to them and other Executive Board members and the making of substantial non-routine expenditures of Local monies for Local roofing and air conditioning equipment purchases. Each also allegedly failed to disclose to members and failed to obtain the consent of the Executive Board and the membership where required under the Bylaws for the hiring of Wright's spouse as a clerical employee of the Local.

Joint Council 1 filed the charges, its panel held a hearing and it adopted the panel recommendations that the charges should be dismissed except as to the hiring of the Local President's spouse as to which it ruled that Wright and Lasita should inform the membership of the salary changes. After the IRB notified Joint Council 1 twice that the decision and sanction were inadequate, the IRB scheduled a hearing for July 8, 1999; however, Wright and Lasita submitted agreements to the IRB wherein each agreed to a suspension from office for one year. The agreements were forwarded to Judge Edelstein. On September 9, 1999, additional information on the agreements was furnished to the Court.

C. WILLIAM F. ANDERSON, JR. - Local 107, Philadelphia, Pennsylvania

In the last issue of the *Teamster* magazine, we informed you that Local 107 member William F. Anderson, Jr., allegedly brought reproach upon the IBT by assaulting a fellow member of the IBT at the conclusion of a Local 107 membership meeting. Trustee Frank Gillen filed the charge against Anderson. On June 30, 1999, the IBT appointed an Article XIX hearing panel and a hearing was held July 21, 1999. The panel is reviewing the police report on the assault and whether criminal charges are anticipated.

D. CHESTER D. CZERNEL - Local 337, Detroit, Michigan

In the last issue of the *Teamster* magazine, we informed you that Local 337 member Chester D. Czernel allegedly brought reproach upon the IBT by refusing to appear for his sworn in-person examination. On July 23, 1999, President Brennan notified the IRB that charges were filed. A hearing was held on August 6, 1999.

E. ROBERT F. HOLMES AND THOMAS WERTHMANN - Local 337, Detroit, Michigan

In the last issue of the *Teamster* magazine, we informed you that Local 337 Vice President and Business Agent Robert F. Holmes allegedly brought reproach upon the IBT by entering into sham collective bargaining agreements with employers in order to permit the mother and husband of one employer and the owner of another company to fraudulently obtain membership in Local 337. We informed you further that former member Thomas Werthmann allegedly brought reproach upon the IBT, while he was an employer and in collusion with Business Agent Robert F. Holmes, by entering into a sham collective bargaining agreement to fraudulently obtain membership in Local 337. On July 23, 1999, President Brennan notified the IRB that charges were filed. A hearing was held on August 6, 1999.

F. ROBERT J. SPENCER - Local 337, Detroit, Michigan

In past issues of the *Teamster* magazine, we informed you that former Business Agent Robert J. Spencer allegedly allowed an employer to maintain a sham membership when he entered into a sham collective bargaining agreement with Christopher P. Roach, an employer ineligible for membership. A Joint Council 43 panel held a hearing on Spencer on April 8, 1999, but counsel for Spencer notified the panel that Spencer was not well enough to attend. The hearing panel reopened the record on July 9, 1999, and counsel to Spencer attended for Spencer. On August 2, 1999, based on recommendations of the hearing panel, the Executive Board of Joint Council 43 found Spencer guilty as charged and permanently barred him from the IBT. The IRB notified Joint Council 43 that its decision was not adequate.

G. DANIEL SLEMKO - Local 362, Calgary, Alberta, Canada

In past issues of the *Teamster* magazine, we informed you that Local 362 member Daniel Slemko allegedly engaged in a scheme to collect from another member eight 1996 IBT Rerun Election ballots which he mailed to be counted by the Election Office after personally marking three blank ballots. Acting General President Sever notified the IRB that he filed the charge. The IBT referred the charge to Joint Council 90 which scheduled a hearing for August 19, 1999. Counsel to Slemko filed a statement of claim in the Canadian court to attempt to obtain an injunction preventing Joint Council 90 from proceeding with its hearing. On September 13, 1999, the U.S. Attorney for the Southern District of New York asked the district court for an order enjoining Slemko from prosecuting the action in any court or forum other than the Southern District of New York.

H. JERRY MORRISON - Local 377, Youngstown, Ohio

In past issues of the *Teamster* magazine, we informed you that former Local 377 Recording Secretary and business agent Jerry Morrison allegedly engaged in deceptive and dishonest conduct and brought reproach upon the IBT by entering into a sham collective bargaining agreement without a contract ratifi-

cation meeting. In addition, the agreement was designed to benefit the company and not the employees. Local 377 filed the charges and the Executive Board held a hearing on June 22, 1999. On August 11, 1999, the Local 377 Executive Board issued its decision which permanently barred Morrison from membership in the IBT. The IRB has the matter under review.

I. ROBERT TRIANO - Local 398, Rochester, New York

In the last issue of the *Teamster* magazine, we informed you that Local 398 member Robert Triano allegedly brought reproach upon the IBT, from at least 1995 to the present, by knowingly associating with John Trivigno after Trivigno was permanently barred from all IBT positions, including IBT membership. It was charged that this alleged association with Trivigno violated both the IBT Constitution and the March 14, 1989 Consent Decree. Mr. Hoffa filed the charge against Triano and he then referred the charge back to the IRB for a hearing. The IRB held a hearing on August 3, 1999, and has the matter under review.

J. TERRENCE FREEMAN - Local 507, Cleveland, Ohio

In past issues of the *Teamster* magazine, we reported that Local 507 Secretary-Treasurer Terrence Freeman allegedly brought reproach upon the IBT by testifying falsely before a federal grand jury concerning his actions as a Local officer and by being convicted of the felony of perjury. The Report recommended further that he be charged with failing to cooperate with the IRB at his sworn examination when he testified falsely concerning his meeting in 1993 with an employer under a collective bargaining agreement with Local 507 with regard to the upcoming 1993 Local Union officer election.

Joint Council 1 filed the charges, its panel held a hearing, and the Joint Council 1 Executive Board issued its decision. After Joint Council 1 issued its second decision, the IRB notified Joint Council 1 that its decision and action on the charges were inadequate. An IRB hearing was held on July 8, 1999. The transcript of the hearing was received on August 23, 1999, the post-hearing memorandum has been issued, and the IRB awaits Freeman's response.

K. MODESTINO C. FESTA - Local 560, Union City, New Jersey

In the last issue of the *Teamster* magazine, we informed you that former Local 560 member Modestino C. Festa, also known as Augie Festa, allegedly associated with Michael Sciarra, a member of the Genovese LCN Family; knowingly associated with a person such as Sciarra who was enjoined from participating in union affairs; and agreed to obtain a Teamster Book, reflecting membership in the IBT, for an individual who was not employed by a company which had a collective bargaining agreement with a Teamsters Local Union and who was not otherwise eligible for membership in the IBT. On May 26, 1999, Mr. Hoffa filed the charges against Festa and he then referred the charges back to the IRB for a hearing. The IRB held a hearing on August 3, 1999, and has the matter under review.

L. DAVID KEATON - Local 600 and International Representative, St. Louis, Missouri

In past issues of the *Teamster* magazine, we informed you that David Keaton, a member of Local 600 and an IBT International Representative, allegedly brought reproach upon the IBT and embezzled approximately \$2,403 from the IBT when he did not perform any work for the IBT on November 1, November 4 to 8 and November 12 to 15, 1996; he did not request any leave time for those days; and the IBT paid him for work on those dates. His IBT leave time was not reduced for any leave taken during those dates. On December 11, 1998, Acting General President Sever filed the charge against Keaton. On June 4, 1999, the IBT referred the charges to Joint Council 13 which held a hearing on June 9, 1999. The IRB awaits the IBT decision.

M. JOSEPH ALIGO - Local 707, Hempstead, New York

In the last issue of the *Teamster* magazine, we informed you that Local 707 member Joseph Aligo allegedly brought reproach upon the IBT by knowingly associating with Michael Sciarra, a member of organized crime, and by knowingly associating with a person such as Sciarra who was enjoined from participating in union affairs. Mr. Hoffa notified the IRB that he had filed the charge against Aligo and he then referred the charge back to the IRB for a hearing. The IRB held a hearing on August 3, 1999, and has the matter under review.

N. RONALD DYSON - Local 813, New York, New York

In past issues of the *Teamster* magazine, we informed you that Local 813 member Ronald Dyson allegedly knowingly associated with Michael Sciarra, a member of organized crime, after Sciarra was permanently barred from the IBT and enjoined from participating in union affairs. On April 26, 1999, Mr. Hoffa filed the charge and he then referred the matter back to the IRB for a hearing. The IRB held a hearing on June 2, 1999, and has the matter under consideration.

O. JOSEPH C. MULE - Local 813, New York, New York

In the last issue of the *Teamster* magazine, we informed you that Local 813 former member Joseph C. Mule allegedly brought reproach upon the IBT by maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. On September 9, 1999, Trustee Eugene Maney had the charges ready to file and planned to request that Mr. Hoffa appoint an Article XIX panel.

P. MICHAEL A. MIRABELLO, MICHAEL GENEROSO, JR., AND VINCENT GENEROSO - Local 813, New York, New York

In the last issue of the *Teamster* magazine, we informed you that Local 813 former member Michael A. Mirabello allegedly brought reproach upon the IBT by maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. We also informed you that former members Michael Generoso, Jr. and Vincent Generoso allegedly brought reproach upon the IBT by maintaining a sham

membership in the IBT while not working for the employer listed on the Local 813 records.

On September 9, 1999, Trustee Eugene Maney had the charges ready to file and planned to request that Mr. Hoffa appoint an Article XIX panel.

Q. THOMAS R. O'DONNELL - Local 817, Lake Success, New York

In past issues of the *Teamster* magazine, we informed you that Local 817 President Thomas R. O'Donnell was charged with bringing reproach upon the IBT by allegedly intentionally filing reports with the Election Officer which omitted payments to Kevin Currie for his services as campaign coordinator. The reports filed with the Election Officer stated that expenditures were made by the O'Donnell Campaign to Mary Ann Currie, described the expenditures as salary payments for the campaign coordinator, and failed to disclose that those payments were for the services of her husband, Kevin Currie. On December 11, 1998, Acting General President Sever advised the IRB that the charge had been filed. The IBT referred the charge to Joint Council 16 which held a hearing on May 20, 1999. Joint Council 16 is preparing its recommendation to General Secretary-Treasurer Keegel.

R. VINCENT FATTIZZI (FORMER RECORDING SECRETARY), VINCENT FATTIZZI, AND DINA FATTIZZI - Local 851, Valley Stream, New York

In the last issue of the *Teamster* magazine, we informed you that former Local 851 Recording Secretary and member Vincent Fattizzi, former member Vincent Fattizzi and member Dina Fattizzi allegedly brought reproach upon the IBT by knowingly associating with Anthony Razza after Razza was permanently barred from the IBT and all IBT positions and enjoined from participating in union affairs. Mr. Hoffa filed the charges against each Fattizzi and he then referred the charges back to the IRB for a hearing. The IRB has scheduled a hearing for October 25, 1999.

S. EDWARD J. MIRELES AND PAUL J. ROA - Local 952, Orange, California

In past issues of the *Teamster* magazine, we reported that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul J. Roa allegedly required business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. The Report alleged that Mireles testified falsely concerning the Local's practice of requiring a business agent to miss a monthly dues payment and in encouraging the Local officers and employees to lie to the IRB. As to Roa, the Report alleged that he brought reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election.

Charges were filed against Mireles and Roa, and hearings by a panel appointed by Acting General President Sever were completed on May 13, 1999. Panel recommendations on Roa were submitted to the General President and on Mireles they were submitted to the General Executive Board. Decisions by

the General President and by the General Executive Board were issued on July 30, 1999, and are under review by the IRB.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001

1999-2000

International Brotherhood of Teamsters



teamsters

Scholarships

**FOR HIGH SCHOOL
SENIORS WHO ARE
CHILDREN OF
TEAMSTER MEMBERS**

MAIL THE COUPON BELOW TO:

Teamster Scholarships,
25 Louisiana Avenue, NW
Washington, DC 20001

High school seniors who are the sons and daughters or grandchildren of Teamster members can apply for 25 scholarships awarded by the International Union to help pay for college. Ten four-year, \$6,000 scholarships and 15 one-time \$1,000 scholarships will be awarded.

The competition is open to children or grandchildren of active, retired, disabled, deceased, or recently laid-off Teamster members. Dependents of union officers or employees may not apply.

Students must be high school seniors in the top 15 percent of

their class. Awards are based on academic achievement, SAT/ACT scores, character, potential and financial need.

Completed applications must be submitted to your local union office for membership verification. **Local unions must forward completed applications to the Scholarship Fund by March 31, 2000.** We recommend sending your completed application to your local union two weeks prior to the application deadline.

Pickup an application from your local union or complete and return the coupon below.

(Clip and mail entire coupon)

International Brotherhood of Teamsters Scholarship Fund

I have read the eligibility requirements and would like to apply for a scholarship. After receiving my application, I will complete it and mail it to my Teamster parent's local union.

Please print clearly.

Name: _____

Address: _____

Teamstersteamsters
teamsters

Jack Castor has been knocked down, bitten and spit on at work. All in all, Castor figures his job has caused him 400 stitches. But he would have never missed it for the world.

After 48 years as the lion keeper at the San Francisco Zoo, Castor has become a Bay area institution. Castor's public feedings of the lions and his daily talk about lions and life are recognized around the world. Now after entertaining an estimated 25 million people and raising 300 lions and tigers, Castor has hung up his keys.

"I'm missing it already, and I haven't even retired yet," said Castor in a phone interview a week before his retirement. "It was the best job anyone could have ever have."

Castor's Union Pride

In 1951, when Castor came on the job, zoo keeping was a low-wage industry. It was something he knew he had to change. Prior to joining the zoo, Castor had been a member of a several different unions, and so resolved that he was going to be in another: the Teamsters.

Since then, Castor has become a local union icon. As a steward, he's handled grievances, worked on the negotiating committee and made sure that co-workers understood the value of unionization. He's particularly proud of the 1981 negotiations where the union was successful in raising the

Bringing up Baby

Who could beat a job that allowed you to raise 85 different lions and tigers in his home. One tiger, which was rejected by its mother, was even adopted by Castor's German Short-haired Pointer who had a litter of pups. The adoption lasted three months.

"I had to bring the tiger back after it stopped looking for the dog for food and started looking at the dog like food," he laughed.



Teamsters' Lion King Enters Retirement Jungle

keepers wage structure from \$16,000 a year to \$38,000.

"Without the union the city wouldn't have given us anything," Castor said. "If we had tried to strike out on our own we would never have been successful. But as a union, we were able to negotiate better conditions. And our pay scale is the tops in the United States."

Local 856 has even held union meetings at the lion house. It was a location that provided members with a roaring good time.

Whenever Tania, an enormous lioness, heard Castor's voice in a certain pitch she would roar. At Tania's cue, the other seven cats in the house would chime in.

"If you were talking something, you'd just have to stop and wait for them to quiet down," Castor said. "You'd never find that in an office."

For his dedication to the Teamsters, Local 856 honored Castor with the title "Steward Emeritus."

"Jack has been an invaluable resource to the local. He's participated organizing films. He never hesitates to give back to the union," said Mike McLaughlin, Local 856 Secretary-Treasurer. "His institutional knowledge, his dedication to his work and coworkers make him a very special man."

Into the Retirement Jungle

How can Castor's retirement top his work life? Castor admits it will be tough, but he's ready to hit the road. First off, he's planning a transnational train journey across Canada. But once he tires of travel, he'll head back out to the lion house and take in the lions from the sidelines.

"I'm proud of what I've done for the public. Entertaining 25 million people is a great accomplishment," he said. "And I'm proud of what I've done as a union steward. With [Local] 856 we've gone great guns to achieve top-notch wages and benefits. I will definitely miss it."

Continued from inside front cover

Our retirees will now enjoy a greatly improved pension plan due to their prudent investments and efficient management. Coupled with social security benefits my retirement will be comfortable.

This should serve to all anti-unionists that unionism does work and should be a wake-up call to all non-union workers. Be heard and do whatever it takes to convince their co-workers to organize. Be part of the new growth of unions by convincing non-union workers to counteract the negative anti-union climate.

Again, I thank you!

Frank Mastrocco
Local Union 584
New York, New York

The Benefits of Being a Teamster

My husband has been a member of the Teamsters for 10 years and also a shop steward for several years at Local 669.

I would like to thank the Teamsters and every brother and sister who has worked very hard to provide us with such wonderful benefits. If we did not make good wages and have these benefits, we wouldn't have anything today.

Linda Thayer (spouse)
Local Union 669
Albany, New York

Surfing Teamster.org

I would like to thank the editor of the Teamsters web site. This site is very informative and right to the point. As a Teamster for some 32 years, it makes you feel proud when you log onto Teamster.org and see such a professional home page.

Keep up the good work keeping the members informed.

Gordon Scott
Local Union 560
Union City, New Jersey
via email

Teamster Black Caucus

I am an organizer for Local 808 and Vice-President of the NYC chapter of the Teamsters Hispanic Caucus. I am writing this letter to communicate to

you how proud I was to be a part of the Teamsters National Black Caucus' 24th Annual Educational Conference.

The information that was shared at this conference was very important. I learned a lot and now I'm able to pass on this information to those that were not able to attend. It is important that we continue to educate our members. This is the only way we're going to keep them involved in our union.

I was inspired by the speakers and by our General President Mr. James P. Hoffa. Their words gave me the energy and motivation to continue to organize those who are unorganized.

Cynthia Rivera
Local Union 808
New York, New York

Emergency Organizing

Several people from the Ambulance Service that I work for have been in contact with Local 627 in Peoria, Illinois. The organizers have been very informative and we are impressed with the information we have gotten about the Teamsters and union organization.

I really hope when the time comes for our election that we win. We have a lot of support already, and we need the protection of a union because we are tired of our company doing whatever it wants with no input from the employees. I just wanted to let you know that I am really excited about our organizing committee and hope to be as good at this as my father was when he was in the union.

Thanks for having such great people as organizers.

Sherry J. Tracey
Local Union 627
Peoria, Illinois

Success at Sunoco

I just wanted to write you and publicly thank President Hoffa for the help the International gave us during our strike against Sunoco. The campaign waged by the Corporate and Strategic department was wonderful. The campaign caused an outpouring of support by many groups in the states and here in

Puerto Rico. After six months we gained a great victory.

"Por Medio de la Unidad Esta' la Fuerza"

Jose E. Cadiz, Secretary-Treasurer
Local Union 901
San Juan, Puerto Rico

Stick Together

My father was a shop steward for 35 years. Not only was he a leader at home, he was a leader for the union.

He always taught me that the union is only as strong as its members. I believe in what he said, and I believe in the union.

In October we have a contract up at Waste Management. And while the corporation is getting bigger and bigger in the pocket, it's time we get the things we propose and negotiate. We have to act as one. We have to take the greed out of the company and make them treat the union workers fairly.

Martin Anthony Mazzeo
Local Union 701
Toms River, New Jersey

More Voters Needed

After reading the election tabulations in the October issue of the *Teamster*, I am appalled by the lack of turnout for the recent IBT officer election.

The election officer mailed out approximately 1.3 million ballots. Each had a pre-addressed, postage-paid return envelope. That means that a member needed only to fill out the ballot, put it in the envelope and deposit in any mailbox.

In only our third opportunity to directly elect our International Union leadership, less than 30 percent of the members exercised that opportunity.

I say to ALL my Teamster bretheren: This is our union! We rank-and-file members do make the decisions about who will lead the union. EVERY vote counts and that it is very important that ALL of us cast our ballot.

Tom McIntosh
Local Union 17
Aurora, Colorado



FLOOD ALERT!

A flood of unsafe Mexican trucks is ready to pour onto U.S. highways — unless we stop them.

Mexican truckers — poorly-trained, underpaid, under-regulated — can begin driving U.S. highways January 1, 2000 under the NAFTA agreement.

Already, 11,000 Mexican trucks cross the border each day; almost 5,000 of them will be found unsafe, based on inspections by the U.S. Department of Transportation. But DOT, by its own admission, isn't keeping up with the rising tide of trucks. A DOT report states: "far too few trucks are being inspected at the U.S.-Mexican border, and too few inspected trucks comply with U.S. standards."

For now, the danger is contained. Mexican trucks are not permitted to stray more than 20 miles beyond the border. But when the new year rolls around, those limits come off, unless President Clinton acts to keep the border closed.

Already 260 members of Congress have joined with the Teamsters to ask the White House to end this threat to highway safety.

Act now. Help us stem the flood of unsafe trucks into the U.S. Call, write or e-mail President Clinton and urge him to keep the U.S. off limits to dangerous Mexican trucks.

President William Clinton
1600 Pennsylvania Avenue NW
Washington DC 20500
202-456-1414
president@whitehouse.gov

DECEMBER 1999



See
**TEAMSTER
CENTURY**
Special Section
Inside

Teamster



Making History

Hoffa & Clinton meet – President agrees to halt unsafe Mexican Trucks

Teamster Products

Please explore the issue of putting a one-page catalog of Teamster items, such as hats, shirts etc. in the magazine. We can all proudly display the union emblems and slogans we work so hard to keep.

It could be changed every month, but let's have a nice assortment of goods easily available to us.

Bob Steele
Local Union 773
Stewartsville, New Jersey

Teamsters Black Caucus

As a shop steward with Local 808 for the past 15 years, it was good to see all of the support the International leadership gave to the Teamsters National Black Caucus at our New Orleans Educational Conference.

As a Teamster and part of the American labor community, recognition of our diversity will encourage all to take advantage of the opportunities that are out there.

As Teamsters, we never backed down from a fight, no matter how tough. Now after years of self-imposed exile the labor and civil rights legend is back, fighting the same war, but with a new weapon. We shall overcome this time with EDUCATION.

Alvin E. Lee
Local Union 808
New York, New York

Keep On Keeping On

The majority of us appreciate having a good job, working for a good company. No job will ever be perfect; but at some point you have to look at the positives and get on with life. Many will not allow themselves to do this. They will loudly blame the International. Don't let them get to you.

John McIntyre
Local Union 284
Columbus, Ohio

Let's Work Together to Run a Clean Union

The effort to encourage and maintain a corruption-free union really makes me proud to be a member of the Teamsters. I've heard of the many steps that you've already taken,

including the sale of the condo to ensure that union funds are not being wasted.

At Local 237 we are hardworking, steadfast and moral citizens. We applaud and encourage your efforts. Please keep up the good work and know that we want you to continue. The fact is when one local is labeled corrupt, we are all labeled corrupt. Let's work together to clean up the Teamster image.

Princetta McWilliams
Local Union 237
New York, New York

Who's Behind the Curtain?

Corporate America owns the Democrats and the Republicans. In fact corporate America gave the Republicans nearly twice the amount given to Democrats. George Bush and Bob Dole were both strong supporters of NAFTA and would have signed it into law. We were stuck with NAFTA regardless of who won the election. Stop the division, its just divide and conquer on the grandest scale. We all have to look behind the curtain to see who's really pulling the strings.

Craig Hubner
Local Union 749
Sioux Falls, South Dakota

Teamster Family Benefits

My husband will soon celebrate eight years without a reoccurrence of cancer. This is an incredible anniversary for us as he was originally told not to expect to live through another year. I can honestly tell you that a large credit for his health today should be given to his fellow Teamsters and the benefits provided through the Union.

Over the course of treatment his medical expenses averaged over \$24,000 per week! I was able to get my husband to the best medical facility in

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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A Season of Celebration, A Season of Solidarity

In the spirit of the season and at the dawn of a new millennium, we should look back over our year — and our century — and reflect on what we have achieved. As Teamsters, we have contracts, pensions and good wages. We have embraced each other - regardless of color or creed — and built a community of workers.

Our good fortune didn't just happen by chance. It is a result of the efforts of those who came before us. My father and his peers were part of a labor movement that led thousands of Americans out of the depths of the depression and into the middle class. For this entire century, in each decade, Teamsters have been at the forefront of every battle to advance the cause of justice for working people.

We have come a long way, but the need to fight for working families is still great. While the work that lies before us is monumental, it is not insurmountable. With less than 15 percent of the U.S. workforce in unions, the middle class is in danger. If we don't work to bring more people into our union family, our lives and livelihoods are in jeopardy.

As we face the turn of the century we must organize. We must welcome and encourage our non-union brothers and sisters to our table and work to improve their lives as well as our own.

Leading By Example

No one knows this better than the brave workers at Overnite. For five years, Overnite workers have tried to make their dream of representation a reality. They have endured a brutal, lawless campaign of terror, and management continues to deny them respect.

Over the course of the campaign, the Teamsters filed more than a thousand labor law complaints against the company. Hundreds of the charges have been upheld. Recently a company manager made clear what we have known for years: In an affidavit, a manager stood up and detailed how Overnite targeted union supporters for discipline and firing. As a result, Overnite's workforce went on strike to enforce their demands for justice.

Building Better Lives Together

As we host our holiday dinners, exchange gifts and give thanks for what we have, we must remember the Overnite workers and the thousands like them. Our bounty brings with it an awesome responsibility. We must help our brothers and sisters not as a seasonal example of our virtue, but as the very essence of our lives.

I am proud to lead the Teamsters into the next millennium. As we go forth, we will need unity, strength, creativity and compassion. This is the spirit of the season. It is the spirit of the Teamsters.

Fraternally,

James P. Hoffa

President William Jefferson Clinton became the first President in more than 50 years to address the International Brotherhood of Teamsters.

As the featured speaker at the dinner honoring Teamsters General President James P. Hoffa, President Clinton pledged to keep unsafe Mexican trucks off U.S. roads. Under the NAFTA agreement, the U.S. border was set to open to unsafe Mexican truck traffic at the beginning of the year.

"I don't intend to allow the trucking rules to be changed until there are safety measures in place," Clinton said.

The event, hosted by the Labor Research Association, was attended by more than 1,200 people. Prior to the dinner, Hoffa and Clinton met privately. They discussed President Franklin D. Roosevelt's relationship with the Teamsters and issues affecting working families including NAFTA, the minimum wage, Social Security and healthcare.

"Tonight, the President stood up for America's families and for safety on America's highways," Hoffa said. "President Clinton's appearance here tonight and his decision to keep the border closed underscores how powerful Teamster voices are on Capitol Hill. We must continue to reach out to those who help working families."



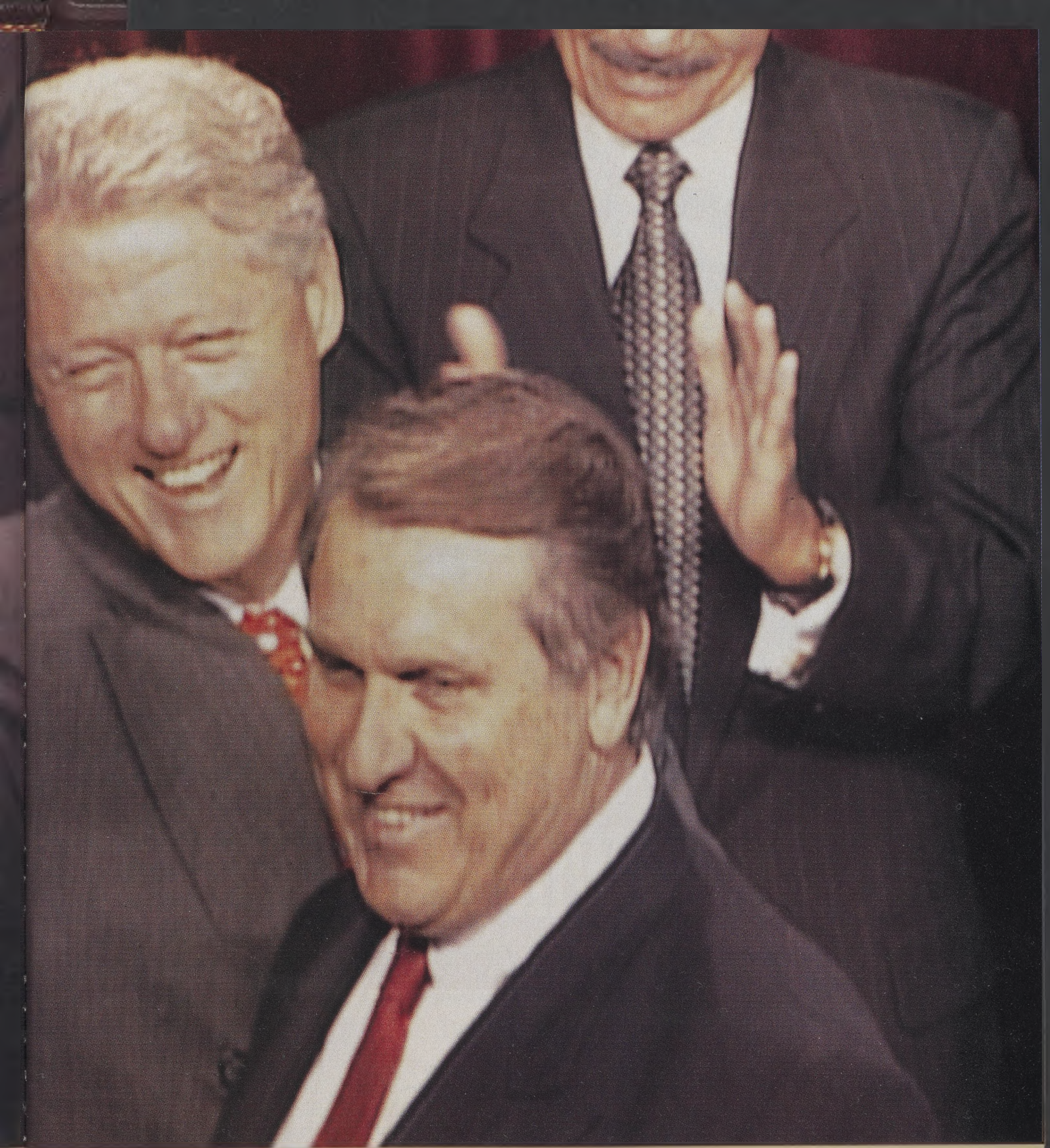
The Last Meeting

Franklin D. Roosevelt formally opened his 1944 campaign for reelection at a national meeting of the Teamsters Union.

Roosevelt, the architect of the New Deal, was a personal friend of then Teamster President Daniel J. Tobin. Roosevelt's appearance at the Teamsters' event was the last by a sitting president until 1999.

Photography © 1999 Meryl Levin

MAKING PRESIDENT CLINTON MEETS WITH HOFFA HISTORY



"Tonight, the President stood up for America's families and for safety on America's highways.

— James P. Hoffa



Teamsters Win 2,000 Full-Time

FIRST INSTALLMENT ON 10,000 JOBS EARNED IN 1997 STRIKE

When Teamsters General President James P. Hoffa took office, UPS had spent two years stalling on its commitment to create 10,000 full-time jobs.

"More than 180,000 Teamsters waged a major national strike to win these new jobs. To have UPS stall is an insult to their solidarity," Hoffa said. "My administration sent UPS management a very clear message. We expect UPS to meet their obligations under the 1997 agreement, and we will not tolerate company delays

and numbers manipulation."

Under pressure from the new Hoffa administration, UPS will create 2,000 jobs as called for in the third year of the contract.

"This is long overdue," said Rich Jasinski, a 15-year Teamster with Local 384 in Pennsylvania.

The victory establishes the new, aggressive tone the Teamsters are setting with UPS.

A decision is expected this month by an arbitrator on the 2,000 jobs from the first year of the contract.

And, the Hoffa administration has filed a national grievance for UPS' failure to create 2,000 new jobs in the second year.

"We fought very hard for this," said Rick Adams, a 19-year Local 384 member and part-time UPS employee. "We've been waiting for this for a long time. I work another job full-time and 40 to 50 hours a week at UPS. I'm ready to go full-time at UPS and work just one job."

Teamsters Say No to WTO

Members Descend on Emerald City to Protest World Trade Organization

As this issue of the *Teamster* went to press, thousands of Teamsters from around North America were gathering in Seattle, Wash. at the World Trade Organization (WTO) ministerial meetings. The Teamsters and other unionists were on hand to continue the fight for workers' rights and against the erosion of wages fostered by free trade.

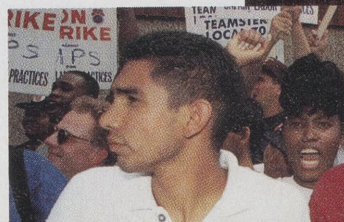
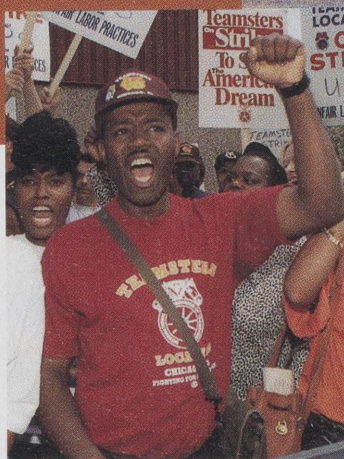
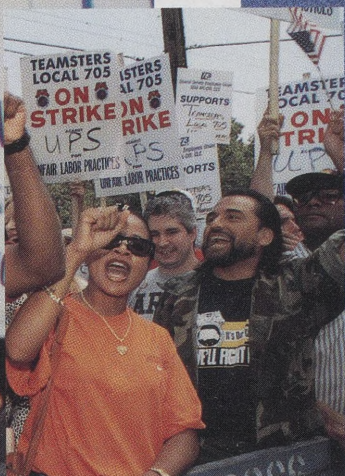
"Trade is essential for our nation. But trade must be fair. We cannot allow corporations to put concern for copyrights over the safety and security of working people," said Jon Rabine, International Vice-President and Joint Council 28 President. "We are here to make it known that working people must have a voice at the table on the local, state, national and international level."

Created in 1995, the WTO is a powerful global trade agency authorized to enforce trade rules. The WTO can potentially override member countries laws and enforce its decisions on citizens.

Recently the WTO proved how much power it wields when the state of Massachusetts passed a law prohibiting the sale of goods from countries that use forced labor. By passing the law, Massachusetts' citizens thought they were helping further the cause of worker rights. But the WTO considered this law an "economic sanction" and a violation of its rules. It filed charges against the United States. If Massachusetts is found guilty under the WTO rules, the state will have to pay fines for enforcing its own laws.

"The Teamsters will never allow an unelected body of corporate managers to subvert the democratic process," Hoffa said. "We need to let the WTO know that working people will be heard in Seattle and in the trade treaties that follow."

A full-report of Teamster activities will appear in the next Teamster issue.





"We're going in as well-trained professionals who understand local unions," Kossler said. "We will be respectful of the members and the leadership and pay attention to their concerns. We're there to find out the truth."

—James Kossler, former head of the FBI's organized crime division in New York

Seeking the Truth

Anti-Corruption Survey Team Begins Efforts

In 1989, the Teamsters consent decree with the government was established to remove organized crime influence from the union. Ten years later, the Teamsters are going to find out how well it has worked.

As part of the new anti-corruption effort, General President James P. Hoffa appointed James Kossler, former head of the FBI's organized crime division in New York, to conduct a union-wide survey. A critical part of the program led by former assistant U.S. attorney Ed Stier, Kossler's work will determine if any vestiges of organized crime influence remain within the union.

"We will be conducting interviews with current and past leaders and current members to determine any changes that have occurred in the past 10 years and what direction the union is heading," Kossler said. "Our research will lay the groundwork for the future success of President Hoffa's anti-corruption efforts."

Kossler has assembled an all-star team of labor racketeering professionals to conduct the survey. The data will be reviewed by independent analysts from the academic and law enforcement communities.

"We're going in as well-trained professionals who understand local unions," Kossler said. "We will be respectful of the members and the leadership and pay attention to their concerns. We're there to find out the truth."

STRIKING BACK

Overnite Teamsters Strike to Protest Firm's Unfair Labor Practices

As the *Teamster* magazine goes press, thousands of Teamsters employed by the Overnite Transportation Company struck the country's largest nonunion trucking company.

Members of Teamsters Local 667 in Memphis, Tenn. went out on strike after learning of the company's secret plan to break labor laws by targeting union employees. Union supporters were targeted for harsh discipline and firings. In a blockbuster development, a former Overnite boss turned against the company by revealing its union-busting blueprint to federal investigators.

Strike Hurts Overnite

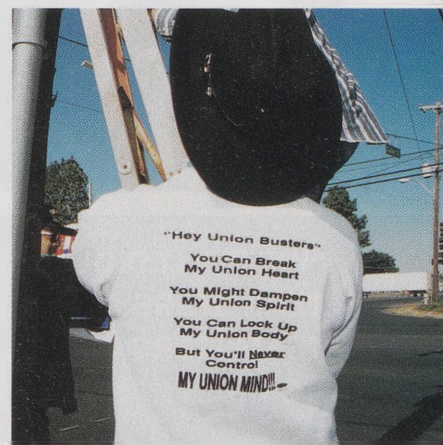
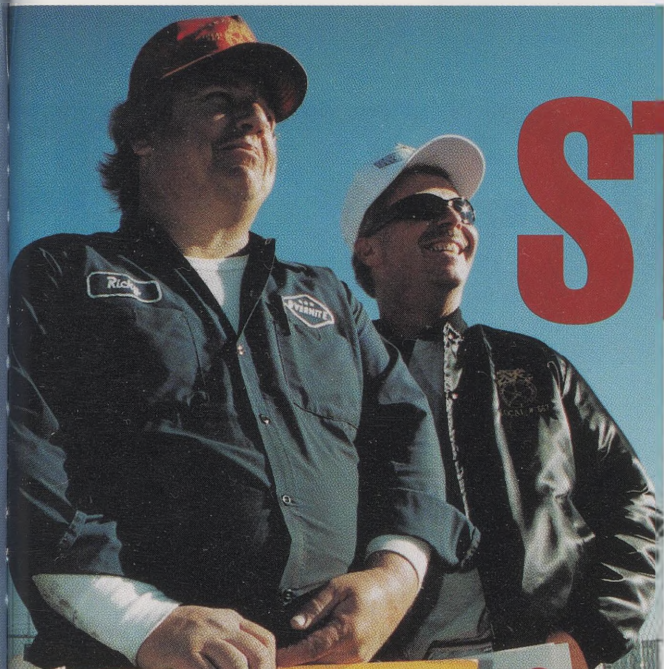
During the first week of the strike, Overnite closed five barns as more than 2,000 workers joined the picket lines. The company has even reported that its freight volume has plunged 25 percent.

"The Teamsters sought to avoid this strike," said Phil Young, Teamsters Freight Division Director. "But Overnite has brought it upon itself. This strike is the bitter fruit of Overnite's unrepentant and unrelenting violation of its workers' federally-protected rights."

Workers at more than 126 Overnite terminals went on strike to protest the company's unlawful and unfair labor practices which include: unlawful withholding of pay raises, harassment, intimidation, surveillance, firings and bad faith bargaining.

Teamster members across the United States helped the striking Overnite workers by joining picket lines at many of the company's 160 terminals. Staff from the AFL-CIO and many other unions have lent critical help in the strike effort.

Despite having to pay out tens of millions of dollars for its violations and legal fees, Overnite continues to disregard federal labor laws.



BEATING THE

475 Alabama Workers Find Relief with the Teamsters

When Pittsburgh Plate Glass tried to turn up the heat and keep Teamsters Local 402 out of their Huntsville, Ala. plant, organizers cooled the company down and jazzed the workers up.



Local 402 organizers spent the shift changes outside the plant handing out bottles of water to the workers who needed relief. Armed with ice cold bottles of drinking water labeled with "Vote Teamsters" stickers, organizers sent the message that the union was the solution to the front-office's heat.

"When the workers finish their shifts they want to cool off," said Michael Kendricks, Secretary-Treasurer of Teamster Local 402. "And sipping on a bottle of ice cold, Teamster water makes a lasting impression."

This and other creative organizing



tactics paid off in the first

union victory at the Huntsville facility in nearly 35 years. The workers, who make aircraft windows and windshields, voted overwhelmingly to become Teamsters.

"WE PULLED OUT ALL THE STOPS TO WIN THIS CAMPAIGN. WE HAD SOME UPS TEAMSTERS CAME OUT TO THE PLANT TO HELP US HANDBILL THE WORKERS. THE UPS TEAMSTERS WERE LIVING PROOF TO THE WORKERS THAT YOU COULD TAKE ON THE COMPANY AND WIN." — MICHAEL KENDRICKS, SECRETARY-TREASURER OF TEAMSTER LOCAL 402



HEAT

The Right Message

Building on the theme, "Let's All Pull Together!" organizers showed the workers they didn't have to put up with company harassment and threats. Using a combination of volunteer Teamster organizers, meetings with a Teamster attorney, regular handbilling, and hard work by the organizing committee, workers were convinced they could make a difference.

"It was the right time to take the company on," said Demetra "DeDe" Morrow, a member of the plant organizing committee. "People were worried about job security because the company had started subcontracting and outsourcing work."

When PPG management learned about the workers' 20 to 25-member organizing committee, the company rolled out its anti-union program. Mandatory anti-union meetings and mailings to employees' homes were just a few of the scare tactics the company threw at the workers. The company even had security guards follow certain pro-union workers to the bathroom to make sure that they didn't speak to other workers.

"We felt that if we told the truth and recruited some others to point out management's lies we stood a good chance of winning," said Elbert Drake, an organizing committee member.

"We pulled out all the stops to win this campaign," said Kendricks. "We had some UPS Teamsters come out to the plant to help us handbill the workers. The UPS Teamsters were living proof to the workers that you could take on the company and win."

Connecticut Ambulance Workers Dial 559

What would you do if your job was saving people's lives, but you were treated by management as if your and your family's lives didn't matter?

More than 100 Aetna Ambulance paramedics, emergency medical technicians and medical transport drivers have the answer: join Teamsters Local 559.

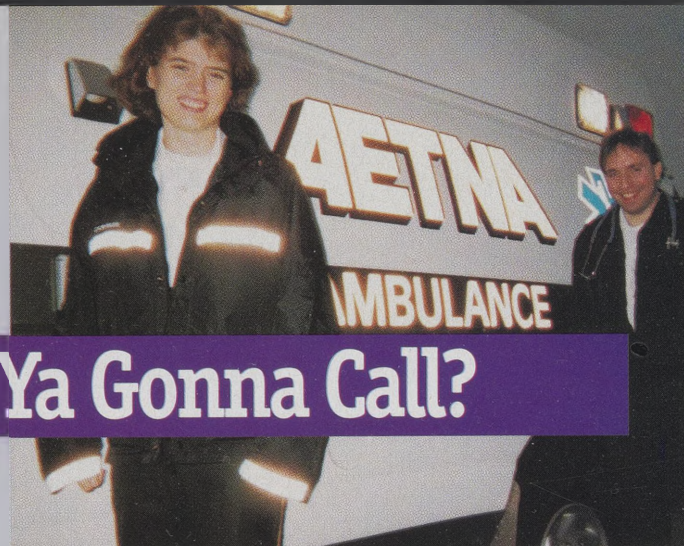
"We were really upset at the way management was treating us," said Billy Knox, a member of the organizing committee. "We wanted somebody that would have the strength to back us up if we took on the company."

Knox was joined by an overwhelming majority of his coworkers as they voted by a 2-1 margin for representation by the Hartford, Connecticut-based local.

A primary issue was the company's erratic and unfair wage system. Also, the workers were concerned with the company's failure to provide them with the most up-to-date safety equipment.

"Quality safety equipment is not only good for the workers, it's good for public safety too," said John Barletta, a member of the organizing and negotiating committees.

"Before the campaign the owner met with them and all of the workers aired their concerns. But the owner didn't even bother to make a promise and then break it. He just said, 'See ya later,'" said Bob Randall, a Local 559 organizer. "Now the workers have a forum to bring their concerns forward and get something done."



Who Ya Gonna Call?

"We were really upset at the way management was treating us. We wanted somebody that would have the strength to back us up if we took on the company."

— BILLY KNOX, ORGANIZING COMMITTEE

Chicago Social Workers Dial 743

As social workers, Chicago's Lutheran Social Service employees must lift spirits every day. Unfortunately, back at the office they didn't find any support.

So this group of 50 social workers organized themselves and joined Teamsters Local 743.

"They decided to go with the Teamsters after hearing about our good track record representing degreed professionals," said Cassandra Davis, Local 743 Director of Organizing. "The workers had a list of problems they wanted help solving, ranging from work rules and wages to seniority and job security."

Concerned that management denied them a voice in decision-making at the agency, a five-member organizing committee hand-billed workers, held meetings, and carried out house visits in support of the union.

Despite a vigorous anti-union campaign that labeled the Teamsters as an "unwanted third party," the workers voted for representation by more than a 3-1 margin.



"Our involvement in School-to-Work puts us in the forefront of educating our youth and helping them build the future of our nation," said James P. Hoffa, Teamsters General President.

The grant will help the Teamsters Education Department to:

- 1 Establish a Teamsters National Advisory Board on School-to-Work, comprised of Teamster leaders, educators and employer partners;
- 2 Develop a "Skills for Tomorrow Toolkit," that includes technical advice and materials to help local unions reach out to local schools;
- 3 Establish an interactive web site that will include resource material for local leaders;
- 4 Provide grants for local unions to visit sites where School-to-Work programs already exist;
- 5 Produce a videotape that features Teamster occupations in high wage, high growth industries that can be shown to young people.

Taking Kids from School to Work

Teamsters Win Major Grant To Help Students Develop Skills For The 21st Century

Dick Foley is motivated to educate.

"Who knows work better than us?" asked Foley, Local 170 Secretary-Treasurer in Worcester, Mass. "But if we don't start working with kids and educating them about what it is to be a working person, the union's going to be dead in its tracks."

That's the reason Foley and Local 170 members immersed themselves in the School-To-Work program (STW). School-to-Work brings working people together with students for classroom instruction about the working world. Some STW programs also bring students out of the classroom and into the workplace.

Over the last two years, Local 170 built a team of 18 members who serve as "local education coordinators." These stewards, dockworkers, UPS drivers and other members visit area high schools. They field questions and teach students about work and the union.

"School-to-Work gave me exposure to the latest technology and business equipment such as the computer, the internet and email," said Sophal Ny, a student at South High Community School. "I now have knowledge of things that most fifteen-year-olds do not have."

"Working with the union gave me an opportunity to learn responsibility for others, self confidence and self respect. The Teamsters union really cares for others," said Jacquelyn Comer, a student involved in the program last year.

More Opportunities

Teamster involvement in the national STW program will increase as the result of a one-year School-to-Work federal grant awarded to the International and two other labor unions. The Teamsters received \$370,726 to develop a "Skills for Tomorrow Toolkit" to help locals develop relationships with employers and schools.

"This grant gives us tremendous capacity in terms of helping young people connect to the world of work," said Mary Hardiman, Teamsters Director of Education. "We're very excited about the potential this grant affords our union and the young people who will lead this country in the next century."

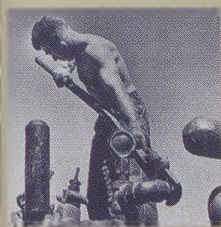
The story of the 20th Century is the story of the Teamsters union. • From the turn of the century when disconnected

locals made up of nearly powerless horse drivers until today when the 1.4 million Teamsters work in every imaginable profession, the Teamsters have been instrumental in creating the middle class. • Our success is a testament to the strength of

collective bargaining. Without unions, working men and women would have no weekends, no pensions, no health insurance. • Looking back over the Teamster Century we see that from every contract, every strike, every grievance, every election, we have built a foundation. From

this foundation

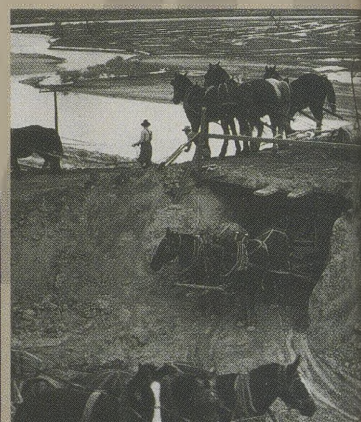
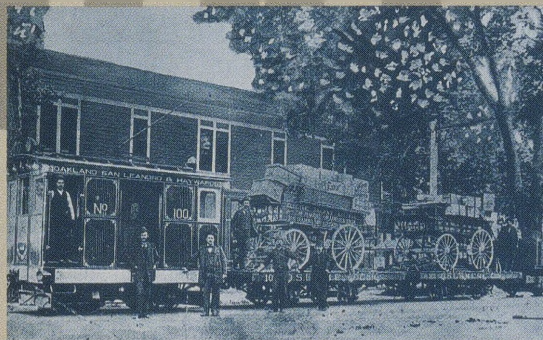
can see the past, but more importantly, we will build our future.



THE

TEAMSTER

CENTURY



The First Teamsters

Since colonial times, the men who drove the horse-drawn wagons formed the backbone of America's wealth and prosperity. Despite their essential role as the guardians of trade, they remained unorganized and exploited. In a teamster's life, work was scarce and jobs insecure. Poverty was commonplace. In 1900, the typical teamster worked 12-18 hours a day, 7 days a week for an average wage of \$2.00 per day. A teamster was expected not only to haul his load, but to assume liability for bad accounts and for lost or damaged merchandise. The work left teamsters assuming all of the risks with little chance for reward.

In response to the conditions, groups of teamsters started forming in the late 19th century. By 1898, Midwest team drivers had organized into 18 local unions. The activity caught the interest of American Federation of Labor (AFL) leader Samuel Gompers, who called on the locals to create a national teamsters organization under the umbrella of the AFL. The next year the Team Drivers International Union (TDIU) was chartered, with an initial membership of 1,700.

Organizational competition culminated in the establishment of the rival Teamsters National Union. Gompers con-

vinced the rival unions to meet. As a result, the International Brotherhood of Teamsters (IBT) was born in Niagara Falls, NY in 1903. Cornelius Shea was elected its first General President.

The early IBT struggled. Labor laws were nonexistent and companies used anti-trust laws against unions. In 1905, the IBT backed a bloody strike at the Chicago-based Montgomery Ward Company. The strike lasted more than a 100 days, cost about a \$1 million dollars and led to 21 deaths. In the end, Montgomery Ward's cutthroat tactics broke the strike. Shea's skills as a union leader were questioned and his reputation tarnished. By the 1907 convention, Local 25's Dan Tobin had solidified national support and was elected General President. His election brought forth new momentum to the fledgling union.

1907 - 1915

Tobin began his term with an aggressive plan to organize. The Teamsters set its sites on bringing the beer wagon drivers, travel haulers and the men who made deliveries for bakers and confectioners into the union.

Workers sought IBT representation to advance their economic aims through trade unions. Despite the gunfire and bloodshed that often confronted these workers' efforts,

TEAMSTERS THROUGH TIME | 1899-1929

1899 Team Drivers International Union (TDIU) chartered by the AF of L.

Membership: **1,700**

1900

1903 IBT officially chartered. Cornelius Shea elected first General President

1905

1907 Dan Tobin elected General President

1912 First transcontinental delivery of merchandise by motor truck. Teamster organizing focus turns away from horse-drawn freight

Membership: **40,000**

1914

1902 TDIU membership: **13,000**

1905 A bloody 105-day strike of 4,600 Chicago Teamsters costs the union in excess \$1 million dollars and 21 lives. Montgomery Ward prevails in breaking the strike.

1907 Early focuses of organizing include beer wagon drivers, travel haulers, and bakery/confectioners' delivery workers.

1914 WW I begins in Europe



Teamster union activity resulted in improved working conditions. Contracts became standardized, reduced hours of work were won, and the right to overtime pay established.

But the freight-moving business was radically changing. In 1912, with the first transcontinental delivery of goods by motor truck, the wave of the future was obvious. Horses were fast being replaced by trucks. Tobin recognized the trend and set out to organize the fast growing motorized truck delivery industry.

For several years, trucks and horses worked some of the same jobs: Teamsters at the reins and the steering wheels. Desperate to compete with the new motor carriers, horse-drawn freight firms sought foolish economies by eliminating noontime feedings for Teamster horses. Teamsters responded by striking, safeguarding their animals' well being.

World War I and the 20's

The start of World War I in Europe, in 1914, led to an economic downturn in the U.S. that quickly gave way to an industrial boom. The war-powered boom was a powerful engine helping to drive Tobin's relentless organizing.

Teamsters played a crucial role in the war effort. Union members helped secure military success by speedy movement of overseas troops and supplies from ports to battle lines. Speeding through France and Germany, American trucks were a key part of the U.S. war effort.

Following the war, Tobin emerged as a pre-eminent U.S. labor leader, and the IBT's position in the vanguard of the U.S. labor movement was cemented.

Americans prospered in the post-WW I era. Teamster locals responded to new opportunities with zeal, making sure Teamsters won their fair share of the nation's new production of wealth. In 1920, Tobin persuaded the membership to double the per capita assessment charged to all locals. This made it possible to raise IBT strike benefits. In addition to rapid organizing of the burgeoning trucking industry, the IBT expanded in the 20's by affiliation with the Canadian Trades and Labor Congress.

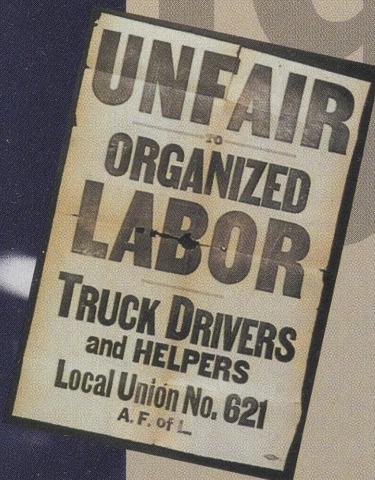
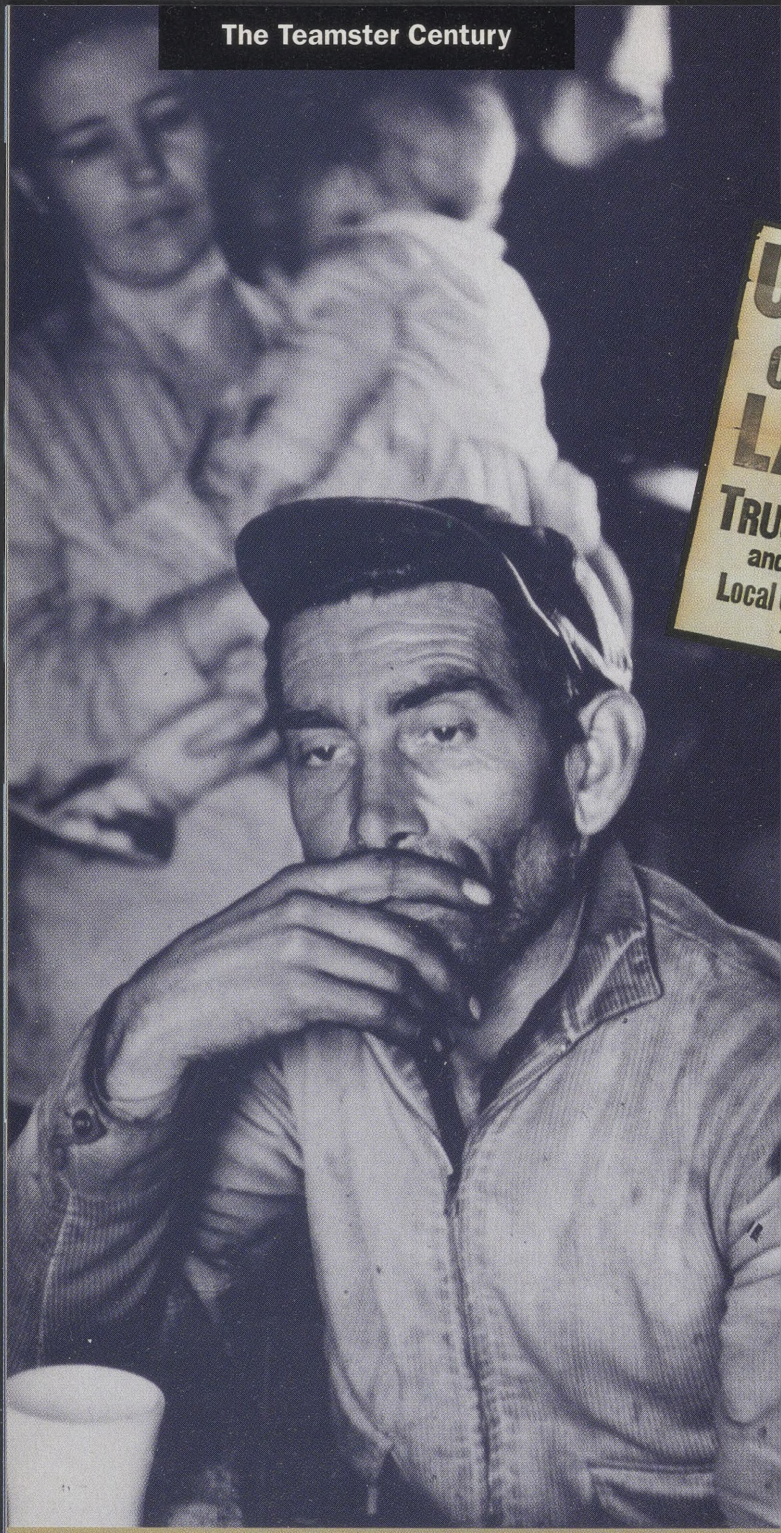
By 1925, the union's treasury had reached \$1 million. The IBT was prosperous enough in 1926 to make a donation of \$5,000 to brother trade unionists striking in the anthracite coal mining industry. But in October 1929 America's course changed.

1915 Cincinnati Teamsters win a \$1 a week wage increase and a closed shop rule
Membership: 60,000

1925 Union treasury exceeds \$1 million

1929 Stock Market crashes. Onset of the Depression

1919 WWI Ends. IBT expands by affiliation with the Canadian Trades and Labor Congress.



1929-

Lean Years: Teamsters and the Depression

The catastrophic stock market crash of 1929 triggered a chain of misery and despair in America. As banks collapsed, the unemployment rate jumped from three percent to 25 percent. The depression hit the Teamster locals hard. By 1933, Teamsters membership rolls hit a Depression-era low of 75,000.

In response, the union redoubled its efforts to organize the far-flung and fast-growing over-the-road trucking industry. The keystone of this organizing approach was the control of truck terminals, from which over-the-road truckers could be organized to press for area-wide bargaining, and uniform wages and working conditions. In two years, Teamster membership jumped to 146,000.

Teamsters also embraced President Franklin D. Roosevelt. FDR expressed a deep concern for the plight of the "forgotten man" and introduced and won passage of a series of legislative initiatives designed to pull the country out of the Depression. In these efforts, Roosevelt relied on the



TEAMSTERS THROUGH TIME | 1929-45

1930 Union treasury exceeds \$2 million
Membership: **105,000**

1930

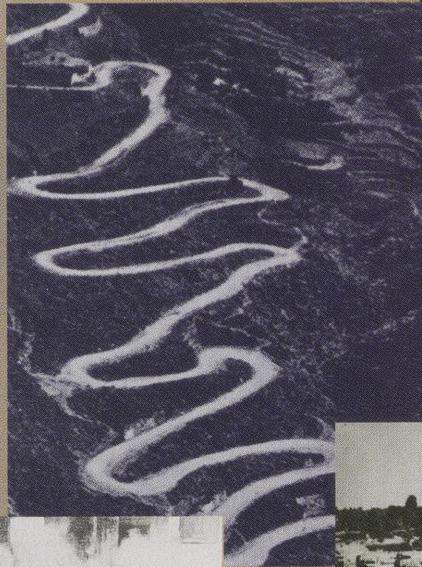
1932 Norris-LaGuardia Act prohibits the use of injunctions to thwart labor actions and guarantees freedom from management interference in the rights of workers to organize and collectively bargain

1933 Roosevelt Era begins. Enactment of the Fair Labor Standards Act in 1938 establishes legal sanction for collective bargaining, the eventual framework for the

1935

minimum wage, 40-hour week and overtime
Membership sinks to **75,000**

1935 National Labor Relations Board provides unions and their members with security against interference or intimidation aimed at labor organizing and collective bargaining
Membership: **146,000**



leaders of organized labor, especially Teamsters General President Dan Tobin, to make his case.

The National Recovery Administration (NRA) was the crux of Roosevelt's legislative plan. It established minimum wages and maximum hours of labor for each industry. Hours were reduced to spread employment over more workers. FDR also won passage of the National Labor Relations act. It also provided protection against management interference or intimidation aimed at union activity.

World War II

Teamsters were an integral part of America's ultimate victory in the Second World War, both by their contributions on the battlefield and on the home front.

In 1942, President Roosevelt asked Teamsters General President Dan Tobin to travel to Great Britain and report back on how British unions were helping to win the war. On his return, Tobin urged the American labor movement to emulate the British approach of suspending all labor discord

in the face of the Axis' threat to world freedom. Roosevelt appointed Tobin to the National War Labor Board, which had wartime jurisdiction to arbitrate any labor disputes in which all the normal collective bargaining measures had been exhausted.

A National Conference of Teamsters was formed to assist in the economic and military emergencies facing the U.S. The conference actively promoted war bonds and organized drives to collect scrap metal and rubber to be used in military supplies. In 1943, Victory Plaza was dedicated at the entrance to the Chicago City Hall in tribute to these Teamsters efforts. Chicago Joint Council 25 was responsible in that year for the sale of \$6.5 million in war bonds. Nationwide, other Teamsters locals, councils, and conferences followed suit.

Teamsters served on the front too. By 1942, 125,000 Teamsters were in the military. The Allied thrusts that led to the defeat of the German Army would not have been possible without the Teamsters who drove speeding trucks full of troops to the front.

1938 Motor Carrier Safety provisions adopted by ICC, maximum hours of driving and minimum hours of rest between driving shifts established
Membership: **340,000**

1940 Membership **456,000**

1940

1944 FDR announces bid for fourth term as president at Teamster meeting

1941 WWII begins. The Federal War Labor Board assumes jurisdiction over wage disputes

1945

1945 War Ends. Following the war, returning veterans were guaranteed maintenance of their seniority because of organized labor



Growth and Power: The Post-War Years

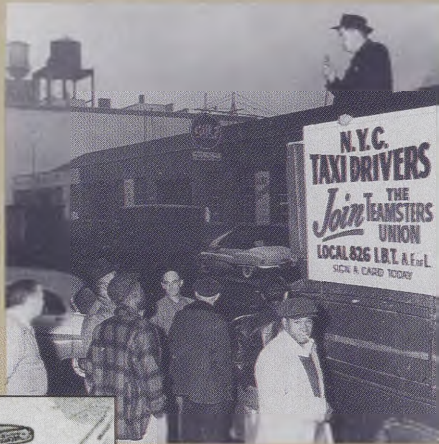
Following the war, returning veterans were guaranteed maintenance of their seniority upon return to work. By 1949, membership had topped one million, the result of effective organizing in booming industries of the post-war economy such as the automotive trades, food processing, the dairy industry, and the workers servicing an ever-expanding array of vending machines.

The IBT perfected its strategy of creating multi-state bargaining units, area-wide negotiations and control of the trucking terminals to make drivers nearly unbeatable in a sustained job action.

At the 1952 convention, after 45 years at the helm, Tobin announced his retirement. Dave Beck was elected his successor.

Between 1952 to 1957, the Teamsters grew in members and in strength at the bargaining table. In 1955, a 25-state contract covering all over-the-road and local freight hauling and establishing uniform rates for that freight hauling was negotiated. Making this victory even more remarkable was the fact that 13 of the states covered by the agreement were in the anti-union South.

At the 1957 IBT convention held in Miami Beach, Fla., Jimmy Hoffa was elected President and the membership stood at 1.5 million.



TEAMSTERS THROUGH TIME | 1945-1957

1947 Taft-Hartley Act adopted by Congress. It outlaws closed shops, jurisdictional strikes and secondary boycotts.

1949 Organizing drives begin in the automotive trades, food processing, dairy and vending industries
Membership 1,000,000

1945

Membership 890,000

1950



1952 Dave Beck elected IBT President
Membership 1,120,000

1953 IBT moves headquarters from Indianapolis to Washington, DC

1955 Teamsters negotiate the first union contract for workers at Montgomery Ward

1957 Jimmy Hoffa elected IBT President
Membership: 1,500,000

1955

1955 As a White House advisory panel member, Beck advances a proposal for a road construction program that leads to the modern interstate highway system



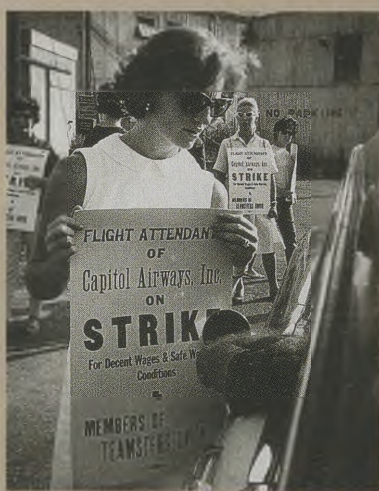
Union Power – 1957 through the 70s

Despite some legislative assaults, the Teamsters grew in size and power from the late 50s to the late 70s. Unions and workers grew and prospered as the middle-class reaped the benefits of the New Deal and post-war surge. Labor leaders like Teamsters General President Jimmy Hoffa were recognizable public figures who shaped public debate.

The union used the position to better the lives of hard-working Teamster members. Seeking to expand their political clout, the Teamsters established D.R.I.V.E. (Democrat, Republican, and Independent Voter Education) in 1959. D.R.I.V.E. soon became the nation's largest Political Action Committee (PAC).

The 1964, a National Master Freight Agreement was a watershed event for the Teamsters. It covered 400,000 members employed by some 16,000 trucking companies and spawned similar bargaining in other Teamster trades and crafts.

Teamsters were also at forefront in the battle for social



TEAMSTERS THROUGH TIME | 1957-1979

1955

1959 The Landrum-Griffin Act passes Congress. The bill requires unions to handle struck goods, severely limits the use of pickets as

1960

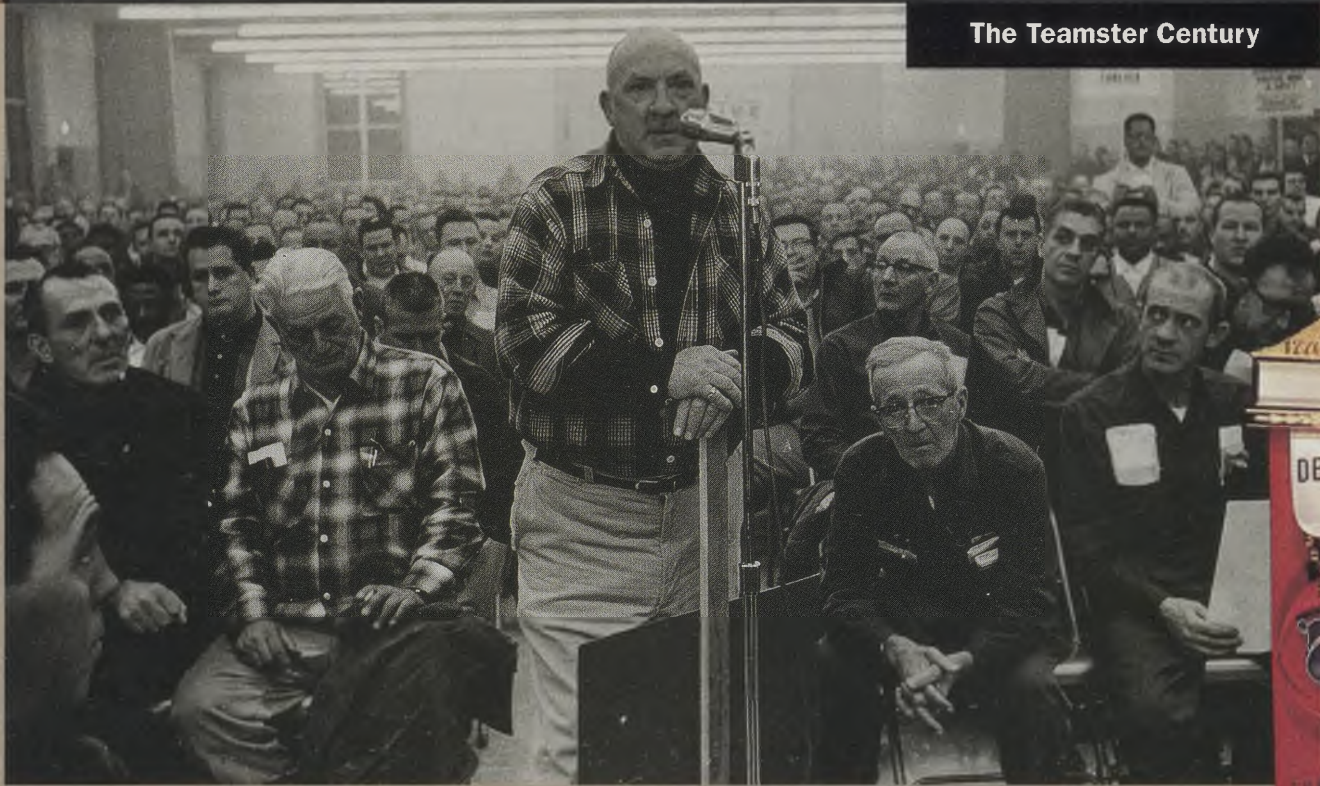
an organizing tool and created onerous federal reporting requirements. D.R.I.V.E. (Democrat, Republican, Independent Voter Education) established.

1965

1965 Teamsters contribute \$25,000 to Martin Luther King's Southern Christian Leadership Conference

1964 Hoffa negotiates National Master Freight Agreement

1968 Martin Luther King, Jr. assassinated

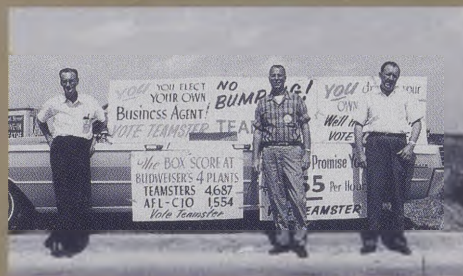


justice in America. In 1965, the IBT contributed \$25,000 to Dr. Martin Luther King's Southern Christian Leadership Conference. This was the union's largest monetary contribution to a social cause of the time. Wherever working men and women marched for jobs, welfare, or justice, there marched a sizable contingent of Teamsters.

The Growth Slows

By 1973, the American economy began to slow, but the Teamsters bucked the trends and continued to better the wages, security, and working conditions of the membership.

As General President, Frank Fitzsimmons engineered an alliance with the Nixon White house that put him in a position to safeguard the interests of working men and women during the wage and price controls of the early 70's. Other 70's era advances included a 1975 master agricultural agreement won by the Western Conference, dramatically improving wages and conditions for more than 30,000 farm workers employed by 175 separate growers. In 1976, Teamster membership topped 2,000,000.



1975 Canadian Conference of Teamsters established

1976 Fitzsimmons negotiates National Master Freight Agreement extension, winning concessions sought in every negotiation since the 50's

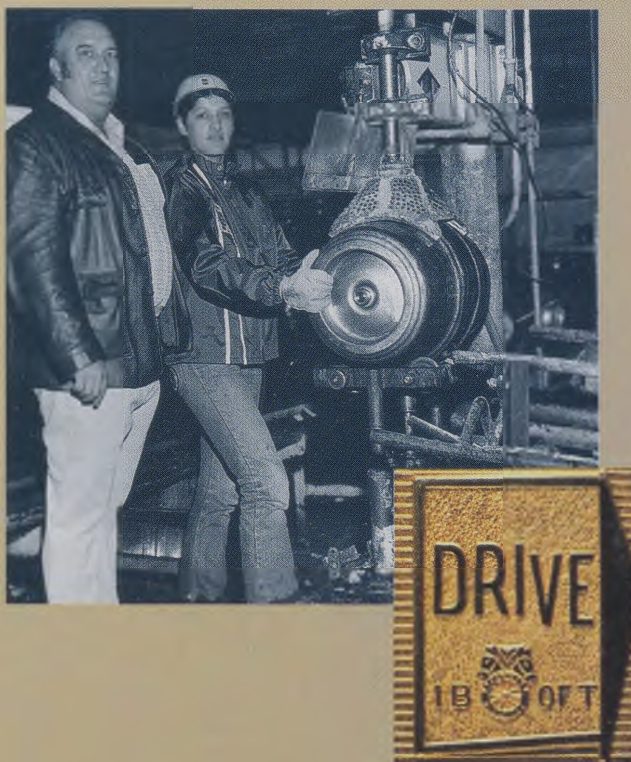
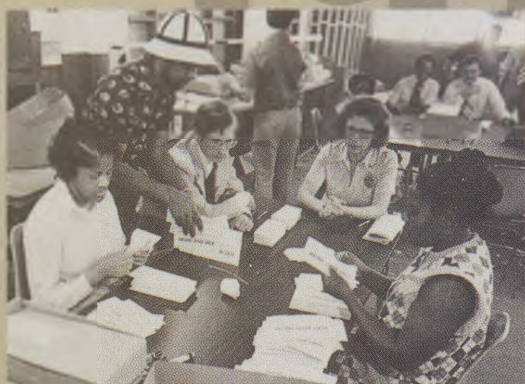
1970

1975

1980

1971 Frank Fitzsimmons elected IBT President

Membership 2,000,000



Against the Tide: 1980s through 1996

With the landslide election of Ronald Reagan, the labor movement's fortunes

changed. Despite his promises, Reagan began a wholesale assault on labor unions beginning with the busting of the "PATCO" air traffic controllers union in 1981.

The Reagan-era bureaucrats also implemented trucking deregulation with an incredible zeal, causing steady decline in the Teamster membership rolls for the first time since the depression. With each year, big business lobbyists eroded labor law and took the teeth out of its enforcement. The Teamsters joined the rest of the labor movement on a slide that led many to predict its demise.

In response to the legislative assault on unions, the Teamsters renewed the focus on D.R.I.V.E. which was built into the nation's largest and most powerful political action committee.

In 1989, in response to a government-filed lawsuit, the General Executive Board agreed to the signing of a consent decree under which the union would conduct its first ever direct election of union officers.

In 1991, Ron Carey a New York local president won the first ever Teamster national election. Over the next five years, the Teamsters continued to lose membership and the treasury plummeted to near bankruptcy.

The Carey slate won its 1996 re-election bid by a slight margin, but the vote was overturned when federal officials ruled that Carey participated in a scheme to funnel dues money into his reelection campaign.

TEAMSTERS THROUGH TIME | 1979-1999

1980 Trucking deregulation enacted triggering an era of membership decline

1980

1981 Roy Williams elected IBT President

1985

1981 Reagan breaks air traffic controllers strike

1983 Jackie Presser elected IBT President

1988 William J. McCarthy elected IBT President

1989 Teamsters accept government's consent decree

Membership 1,560,000

1990



New Beginnings

In 1997 the Teamsters' strike at UPS sparked a resurgence in the labor movement. Then in 1998 a new era in Teamster history opened. Under the banner of restoring Teamster pride and unity, James P. Hoffa won a landslide victory. At the joint council and local level, the Hoffa message turned into quick action. It was time to pull together, restore the pride and organize.

Within a year, the Teamsters could be proud of many accomplishments.

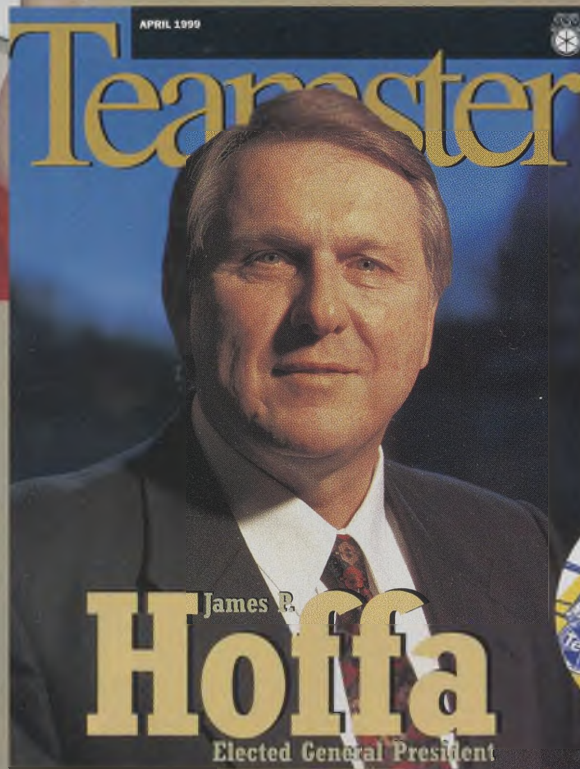
Bankruptcy was no longer a danger, the national carhaul agreement won the support of 80 percent of the members, and the beginnings of an in-house anti-corruption effort had been established.

This last accomplishment may well be the era's most important. After a decade of supervision by the Justice Department, the IBT is ready to police its own affairs. The new program features a code of ethics, written and enforced by Teamsters.

The Teamster future is bright. With new industries to organize and old ones to reclaim, there is much to be done. In unity lies Teamster strength.

As the "Teamster Century" draws to a close, the union has achieved undeniable success in elevating generations of workers and their families to higher standards of living.

"History will judge us by our ability to uphold the Teamster tradition of making people's lives better," said James P. Hoffa, Teamsters General President. "I am confident that through our growing unity we can build a foundation that will make the lives our children and their children better through our actions today."



1992 Ron Carey elected IBT President in union's first national election

1997 UPS strike

1998 James P. Hoffa elected IBT President

1995

1997 1996 Teamster election results overturned; Ron Carey banned from the Teamsters

2000

1999 Teamsters initiate anti-corruption program

Fitting Tribute

James R. Hoffa Inducted into Labor's Hall of Fame

When the Labor's International Hall of Fame inducted James R. Hoffa into its ranks, Teamsters General President James P. Hoffa was there to give tribute to his father.

"Unions have been at the frontline of every battle for human dignity and social justice that has been waged this century," said Hoffa at the induction dinner in Detroit, Mich. "It is for this reason that we come together this evening to honor my father."

James R. Hoffa, who led the Teamsters from 1957-1967, was inducted into the Labor Hall of Fame along with Mary Kennedy O'Sullivan and Emil Rieve. O'Sullivan was the American Federation of Labor's first female organizer, and Rieve was a past president of the American Federation of Hosiery Workers.

Hoffa's crowning achievement, the 1964 National Master Freight Agreement, ranks as one of the greatest accomplishments in U.S. labor history. He was a tireless organizer and advocate for working families.

"Perhaps the greatest organizer of them all was Jimmy Hoffa, the man who built the IBT into the largest and most powerful union in the history of our country," said John Sweeney, AFL-CIO President and keynote speaker. "Jimmy Hoffa was a dedicated trade unionist who cared fiercely for the workers he represented and fiercely for his family, and we honor his memory."



"Perhaps the greatest organizer of them all was Jimmy Hoffa, the man who built the IBT into the largest and most powerful union in the history of our country." — JOHN SWEENEY, AFL-CIO PRESIDENT

**BUILDING
ON THE LEGACY...**



**HONORING
A GREAT
LEADER**

James R. Hoffa negotiated contracts that propelled a generation of struggling workers into the middle class.

Hoffa's crowning achievement, the negotiation of the 1964 National Master Freight Agreement, ranks as one of the greatest accomplishments in U.S. labor history.

Under his leadership, millions of Teamsters were able to achieve the American dream. Working families everywhere are living better lives because their wages and benefits are tied to Teamster contracts.

Today's 1.4 million Teamsters are fighting to protect the gains won for working families by building on the proud legacy of General President James R. Hoffa.

James P. Hoffa
General President

C. Thomas Keegel
General Secretary-Treasurer



A Voice for Working Families

Strong Community

"Teamsters Don't Abstain"

Hoffa Urges Patience in Presidential Endorsement at AFL-CIO Convention

Teamster Jerry Vincent doesn't want to be told how to vote. He makes his own assessments, weighs them and then casts his vote.

"In the South we always say, 'Don't wrap that pig. Weigh it,'" Vincent told reporters at the recent AFL-CIO Convention in Los Angeles. "And we'd like to have any endorsement weighed before it's wrapped."

Despite pressure from other unions to abstain, Vincent and the of the Teamster delegation voted against an early presidential endorsement.

"We disagree not necessarily with the candidate, but with the process," said James P. Hoffa, Teamsters General Presi-

dent from the floor of the convention. "I understand the need to lead, but I also understand the need to listen. Now is the time to listen."

The Teamsters stood with the United Auto Workers in opposition to the early presidential endorsement. Although the AFL-CIO endorsed the Vice President, the Teamsters let it be known that an endorsement is earned, and that ultimately the rank-and-file members must be heard.

For several months, the union has been polling members and leaders about the election. The results have showed overwhelmingly that Teamster members want more information about the candidates and their positions on critical issues like the NAFTA provision to open the U.S.-Mexico border to unsafe Mexican trucks, expansion of the World Trade Organization, and healthcare for working families.

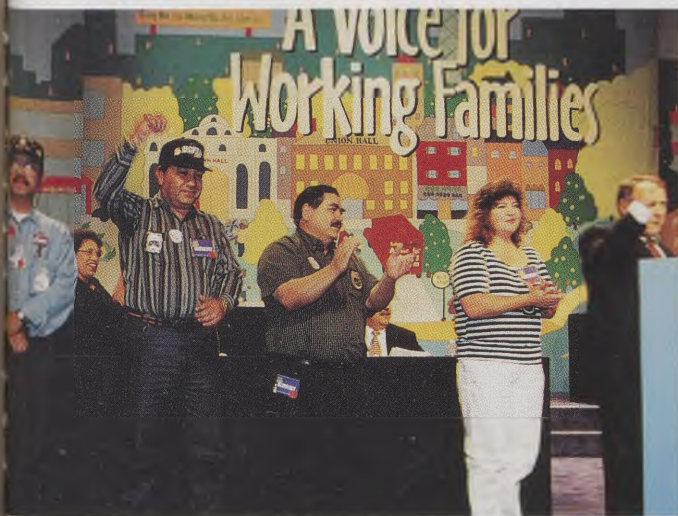
"Our members have made it clear that they don't want to be told how to vote. We should allow the local union officers and members to learn more about the candidates and their positions on issues important to working families.

In addition to presidential issues, Gore praised the striking Overnite workers. Also AFL-CIO delegates expressed their solidarity with Local 890 workers at Basic Vegetable. These workers have been out on the picket lines for four months.

"In the South we always say, 'Don't wrap that pig. Weigh it. And we'd like to have any endorsement weighed before it's wrapped.'"

—TEAMSTER JERRY VINCENT, PRESIDENT TEAMSTERS

JOINT COUNCIL 94



Striking Basic Vegetable workers were introduced to delegates.

Stopping Unsafe Trucks

When Mexican trucks cross beyond the established “commercial zones” in U.S. border states they face few penalties.

As a result many Mexican truckers are ignoring U.S. law. Over the past year, more than 150 Mexican trucks have been caught beyond commercial zone. Nearly 70 of these motor carriers were caught operating illegally in 24 states as far away as Montana and Florida.

H.R. 2679 will beef up the fines and penalties for crossing the line.



Under the provision of the bill, illegal Mexican truckers traveling beyond the commercial zone would be subject to fines up to \$25,000

and possible disqualification from operating in the United States.

H.R. 2679 would also establish a new agency within the Transportation Department (DOT) that would focus solely on federal truck and bus safety programs. H.R. 2679 passed the House of Representatives in early October by an overwhelming vote of 415 to 5.

The bill also requires the DOT to determine the appropriate number of truck inspectors needed at the Mexican border and to begin hiring those individuals.

A companion bill, S. 1501 has been introduced by Sen. John McCain (R-AZ) call your senators and urge their support for S. 1501.

Big Business Comes of Legal Age

For teenagers, turning 18 signifies growth into adulthood and responsibility. For big business, turning 18 could signify an escape from liability.

H.R. 2005 would exempt corporations and other businesses from legal responsibility should any of their products 18 years or older injure a worker. The bill shifts the responsibility for defective products from the companies that designed, sold and profited from them to the workers who are maimed by the machines.

Under provisions in H.R. 2005, a construction worker injured by a defective 18-year old crane would have no legal recourse whatsoever against the machinery's manufacturers—even if the manufacturer knew the crane was defective and failed to warn the users.

The Teamsters oppose H.R. 2005 because it weakens the rights of workers who have been injured or killed on the job by defective older products.

Call your Representative in Washington, and urge him or her to oppose H.R. 2005.

Patients Rights For Working Families

On October 7, the House of Representatives voted to strengthen the rights of all Americans covered by private health insurance — particularly those in managed care — by passing a patients' rights bill sponsored by Charlie Norwood (R-GA) and John Dingell (D-MI). Party lines disappeared as politicians abandoned partisan ideology and voted for common sense health care reform.



The Norwood-Dingell bill strengthens the rights of the insured by:

- Requiring providers to cover necessary specialist care.
- Prohibiting the practice of making women obtain referrals from their primary physicians in order to visit their OB/GYN
- Establishing a grievance process for patients, which includes specific penalties and deadlines.

This past July the Senate passed its bill, (S. 1344) but it is far more restrictive on working families' medical rights than the House version. The Norwood-Dingell bill will go to a House-Senate conference committee, where it will be considered along with the Senate version.

Delivering Reform

Teamsters Fight For Postal Reform

The United States Postal Service (USPS) has a complete monopoly on delivering first class mail.

What the public doesn't know is that this monopoly artificially impedes job growth in the private sector industries specializing in parcel package delivery.

Teamsters are working hard in Congress to enact postal reform.

"We must urge Congress to enact certain postal reform measures to protect Teamster jobs from unfair competition," said Ellis Wood, Business Agent for Local 957 in Central Ohio. "We support strengthening the oversight capabilities of the Postal

Rate Commission (PRC) to give the commission the tools it needs to hold the post office accountable."

By giving the PRC — which is charged with monitoring postal service operations — more authority, the public will benefit from increased competition in the private sector parcel delivery service. But until the PRC is allowed to better regulate the USPS, the subsidies received by the USPS will allow further expansion into non-postal business and competitive markets.

"International package delivery is the fastest growing market in the package delivery industry. For every

40 additional packages that cross the border, a UPS job is created in the United States. And that is likely to be a Teamster job," Wood said. "But if the Postal Service is permitted to continue to use profits from its government-granted, first-class mail monopoly to subsidize the price it charges for other delivery services, then our Teamster jobs at UPS are in jeopardy."

It's up to Teamster families to contact their representatives in Congress and urge them to support postal reform and allow the Postal Rate Commission to protect the consumer from inflated postal rates and our Teamster jobs from unfair competition.

"For every 40 additional packages that cross the border, a UPS job is created in the United States. And that is likely to be a Teamster job. But if the Postal Service is permitted to continue to use profits from its government-granted, first-class mail monopoly to subsidize the price it charges for other delivery services, then our Teamster jobs at UPS are in jeopardy."

— ELLIS WOOD, LOCAL 957,

IN TESTIMONY BEFORE THE OHIO

STATE SENATE

Smirnoff Leaves You Jobless

Detroit Bar Owners Pour Vodka 'Down the Drain' to Protest Plant Closing, Loss of 400 Good, Full-Time Teamster Jobs

Blair J. McGowan poured a fifth of Smirnoff vodka down a Detroit sewer. McGowan, owner of St. Andrew's Hall nightclub, joined more than dozen other Detroit bar and tavern owners in a symbolic protest against Smirnoff for its announced shutdown of the company's last urban distillery.

The shutdown of the Detroit plant would leave about 400 long-term Smirnoff workers without employment. The workers are members of Teamsters Local 283.

Seven TV stations in Detroit and in 22 other cities around the country included taped footage of the vodka being poured down the drain, and interviews with bar owners and Team-

ster members in their newscasts.

"This shutdown is hurting workers and our city," said McGowan. "We're waiting for a response from Diageo PLC [the London-based company that owns Smirnoff]. We want them to look at the damage closing the plant will do and to reconsider their plan."

McGowan says that if the company doesn't respond the bar owners will go forward with a "community campaign" to get bars and party stores to stop ordering Smirnoff.

"We have spoken with many bar owners, and they say it won't be hard

to encourage their customers to switch brands," said McGowan. "If the company still refuses to reconsider its plans, we are ready to move our campaign to institutions like casinos, stadiums and airlines."

The workers feel the real issue in the plant closing is their pension fund which is currently overfunded by \$30 to \$50 million. The company claims that it has no obligation to distribute the money to the current workers and can seize the excess funds for the company after terminating the pension plan.



Broken Promises

Grocery Warehouse Workers Unite To Keep Good Jobs In their Community

The Safeway grocery chain promised the people of Maryland that it would keep good jobs in the state in exchange for tax credits to help the firm build a new warehouse.

However, Safeway decided to take the money and run. After securing the tax credits, Safeway announced plans to shift its Sunday work to Massachusetts.

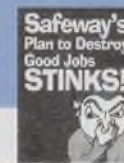
Members of Teamsters Local 730, who work in the Maryland warehouses of Giant Food and Safeway, are jointly protesting Safeway's plan to shift Sunday work to a nonunion firm.

"It's wrong to promise to do something and then to go back on your promise," said Chris Silva, Giant steward and Local 730 member. "If we let one company get away with this, all of them will be doing it. That's why Giant workers are supporting our brothers and sisters at Safeway."

Safeway workers sent a message of their displeasure to management when they wore stickers that read: "Something Stinks at Safeway." The workers were ordered to remove the stickers.

"We wanted to show management that we were not afraid to fight for our jobs," said Kathleen Henry, Local 730 Secretary-Treasurer. "We didn't even get the chance to bid on the work before Safeway sent it to Massachusetts."

Teamsters, other union members, and community supporters will handbill Safeway customers at several locations until the company brings Sunday work back to Maryland.



Arizona Warehouse Workers Strike, Community Comes to Their Aid

More than 250 Local 104 members are walking the picket line in front of Kroger's Grocery in Phoenix, Ariz.

After months of contract talks, Kroger management walked away from the table without considering worker demands for a guaranteed 40-hour workweek, improved pension and health care benefits and guaranteed seniority.

Since the company won't talk with the Phoenix warehouse workers, the workers are talking with the public. Members are leafletting homes, cars, stores and baseball parks to get out their message.

"This isn't about money, it's

about standing up for our rights," said Carl Collins, a member of Local 104, who has worked at the warehouse for 19 years. "We shouldn't have to grovel from paycheck to paycheck."

The Arizona AFL-CIO is urging its affiliates to support the Kroger strikers and the Central Arizona Labor Council will hold special days on the picket line.

"The public has supported the Kroger stores since they first came to the state. Kroger's customers are working people and we want these working people to know how bad Kroger is treating other working people—the striking Teamsters," said Joseph Rhein, Local 104 Vice President.



Arbitrator Tells Anheuser-Busch, Past Practice Means Cash

When Anheuser-Busch (A-B) decided it didn't want to pay shop stewards involved in contract negotiations for their work, the company thought it could just stop the decade-old practice.

Management better think again. California arbitrator Frederick N. Richman ruled that the company cannot overlook past practice just because it doesn't like the practice any more.

"The company has been picking up the tab for years," said Tom Booth, a Local 896 steward who the company refused to pay. "Now all of a sudden they want to change. It didn't make sense to me."

It didn't make sense to the arbitrator as well. He ordered the company to resume paying the wages of the shop stewards involved in negotiations and to pay the five stewards nearly \$10,000 in back wages from nine previous sessions.

"The company has been picking up the tab for years. Now all of a sudden they want to change. It didn't make sense to me."

—TOM BOOTH, LOCAL 896 STEWARD

Striking California Teamster Food Processors Win Support from AFL-CIO Leaders, Delegates

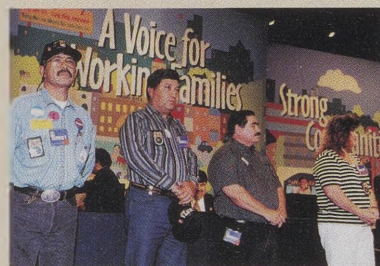
Teamster General President James P. Hoffa introduced striking members of Teamsters Local 890 to the delegates at the recent AFL-CIO Convention.

The 750 workers, who dehydrate onions and garlic,

were forced to strike in July, when their company, Basic Vegetable Products (BVP), demanded concessions from the workers at its King City, CA, plant, including:

- A two-tier wage system
- A wage freeze.
- Replacing a pension plan with a 401(K) savings plan
- An increase in the co-pay for health insurance

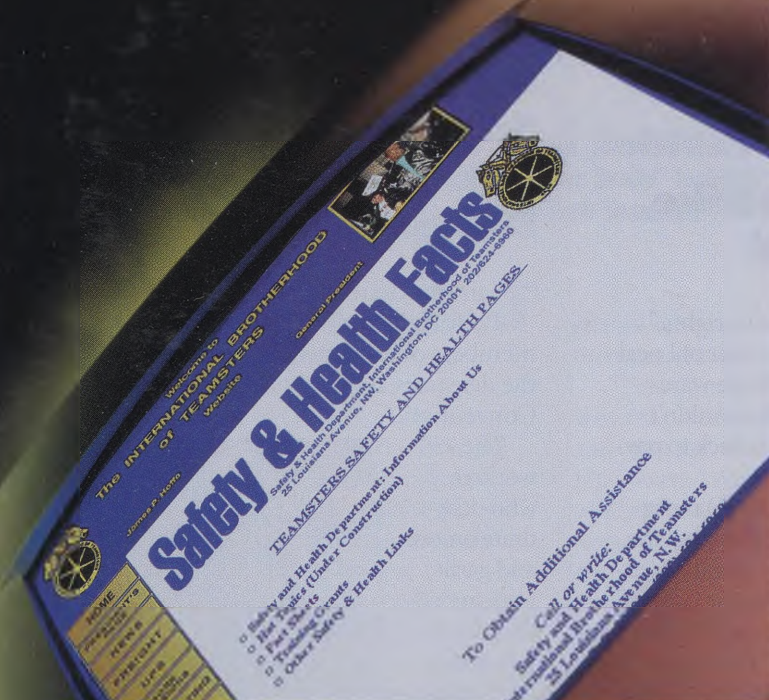
The owners of BVP are key contributors to various California anti-labor and anti-immigrant ballot initiatives including Proposition 209, which targeted the elimination of affirmative action programs and Proposition 226, a measure that would have crippled labor's ability to engage in political action.



Help BVP Strikers

You can help the strikers and their families by sending money, sundries and non-perishable food sundries to: BVP Strikers, C/O Teamsters Local 890, 207 North Sanborn Rd., Salinas, CA, 93905 or call (831) 424-5743 and ask for the food bank coordinator.

For updates on the strike, click on to BVP strikers' webpage at www.teamsters890.org/strike.



CYBER-SAFETY

WORKPLACE WELLNESS IN THE INFORMATION AGE
www.teamster.org

The Teamsters International is taking safety & health beyond the borders of pamphlets and manuals and into cyberspace.

"Safety information is no longer confined to the bookshelf. Our website will allow our members to access information relevant to their jobs," said Lamont Byrd, Director of IBT's Safety and Health department. "The internet is a powerful electronic medium to convey information to our membership. It is important that we take full advantage of it."

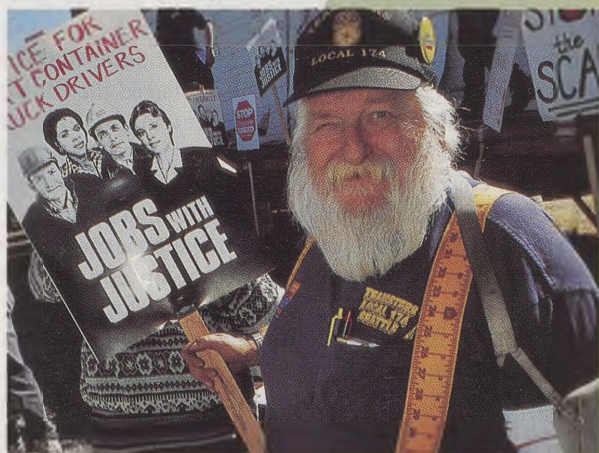
In a continuing effort to improve Teamster awareness of workplace hazards, the Safety & Health Department has created a resources section on the IBT website, www.teamster.org.

The goal of the safety and health web-site section is simple: educate our members on the need for greater on the job safety awareness, increase accessibility to information and provide a centralized resource for finding this information.

Some of the topics covered on the website include:

- Asbestos in buildings
- Carpal Tunnel Syndrome
- Contractors' Safety and Health Responsibilities
- DOT Drug Testing for Truck and Bus Drivers
- Emergency Plans and Fire Prevention
- Family and Medical Leave Act
- General Requirements for Sanitation
- Hearing Conservation and Occupational Noise Exposure
- Hours of Service
- How to Read A Material Safety Data Sheet
- If HAZMAT Is Shipped without proper Warnings
- Injury and Illness Records (OSHA Form 200)
- Lifting and Prevention of Back Injuries
- Material Handling and Storage
- Noise
- OSHA's Blood-Borne Disease Standard
- Portable Fire Extinguishers
- Powered Industrial Trucks
- Respiratory Protection
- "Section 405" and the Right to Refuse Dangerous Work
- Tuberculosis
- Workplace violence

"The independent truckers aren't independent at all. They are essentially full-time employees to a cartel of wealthy shipping companies."



After working a 54-hour workweek and barely making expenses, Yebarek Tesfay feels like a "tenant" trucker. "We've become sharecroppers on wheels," said Tesfay, a Seattle-based driver who hauls containers between ships, warehouses and railroad yards.

Tesfay and other drivers working the ports must maintain their own vehicles and work at the whim of the companies that control the shipping and cargo industry.

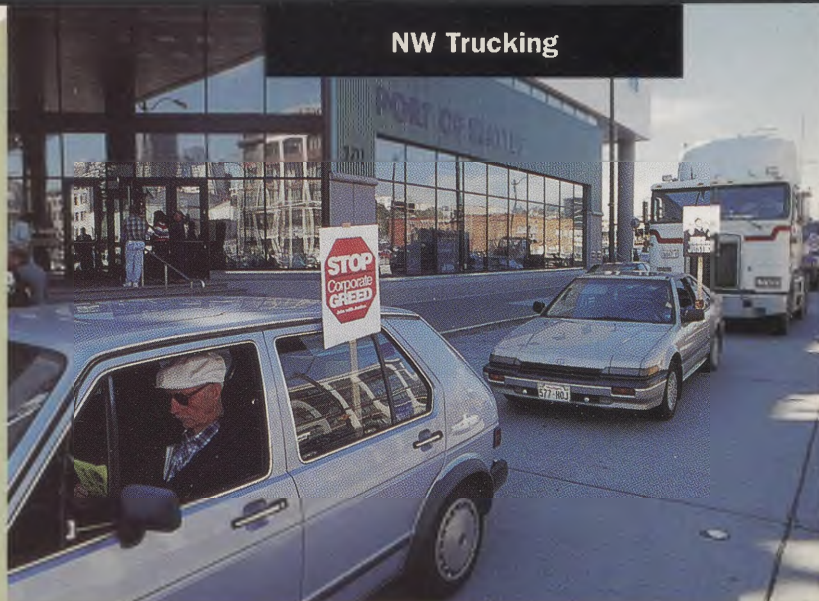
A University of Washington study found that the average driver takes home only \$8.50 an hour after expenses, which is below the \$13.12 required for a single parent to raise one child. Also, cargo rates are so low that many drivers must choose between paying for truck maintenance or health insurance for their families.

That's why Washington state port drivers, with the support of Teamsters Local 174 and the community, have been rallying outside the port gates to bring attention to the driver's plight. Currently, more than half of the area's 1,000 independent owner-operator truckers have joined the Teamsters.

Looking North

These port drivers are looking to the success that happened 150 miles to the north. Last September, Teamster Local 31 members in Vancouver, British Columbia successfully forced the Port of Vancouver and its shipping companies to agree to a deal that includes hourly wages and an appointment system to eliminate backlogs.

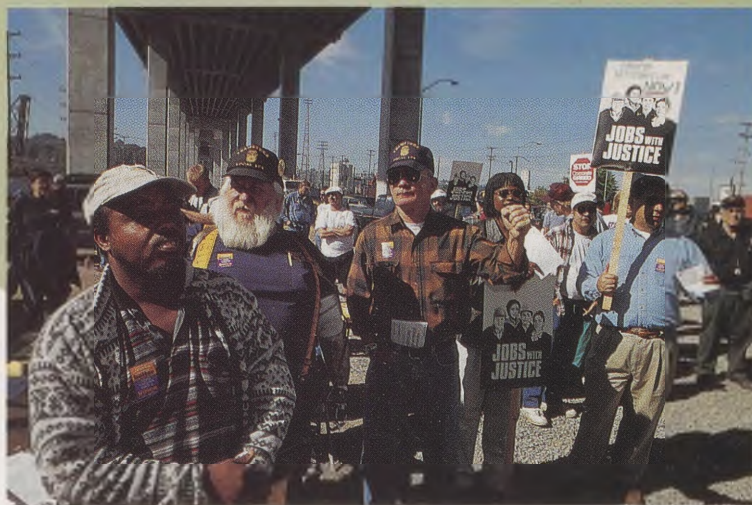
Still, there are many obstacles in the U.S. truckers' way. U.S. law currently prohibits "independent-



NW Trucking

ROLLING SHARECROPPERS

TEAMSTERS HELP OWNER-OPERATORS AT PORT OF SEATTLE AND TACOMA



operators" from having union contracts. But the independent truckers argue that they aren't independent at all. They maintain they are essentially full-time employees to a cartel of wealthy shipping companies.

Speak Your Mind, Face Retaliation

Driver Bob Ehrler, a leader in the campaign, was fired by his company for speaking out about the situation. However, when other drivers blocked the company's pier with their trucks in support of Ehrler, the company changed its mind and rehired him.

"The company fired me because I stood up for what I believe in, a union for all container haulers in the Ports of Tacoma and Seattle," said Ehrler. "What they did not understand is that when they attacked one of us, they attack us all."

REPORT XLVII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Grant Crandall
Frederick B. Lacey
William H. Webster

DATED: October 20, 1999

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-seventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including a new Investigative Report and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. NEW INVESTIGATIVE REPORT

MICHAEL A. MALENA - Local 282, Lake Success, New York

On September 30, 1999, the IRB issued an Investigative Report to Gary LaBarbera, Trustee of Local 282, concerning member Michael A. Malena. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by refusing to answer questions at his sworn in-person examination. Trustee LaBarbera was given sixty days within which to hold a hearing and to forward a written final report to the IRB.

III. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM F. ANDERSON, JR. - Local 107, Philadelphia, Pennsylvania

In past issues of the *Teamster* magazine, we informed you that Local 107 member William F. Anderson, Jr., allegedly brought reproach upon the IBT by assaulting a fellow member of the IBT at the conclusion of a Local 107 membership meeting. Trustee Frank Gillen filed the charge against Anderson. On June 30, 1999, the IBT appointed an Article XIX hearing panel and a hearing was held July 21, 1999. The panel suspended the hearing believing that Anderson was facing criminal or civil trial on the same set of facts as the IRB charge. On October 5, 1999, the IRB notified Mr. Hoffa that he should submit to the IRB evidence of the criminal charges, the court where the charges are pending and the docket number of the case. On October 15, 1999, Mr. Hoffa notified the IRB that a hearing was scheduled for October 29, 1999. Subsequently, the hearing was postponed and it will be rescheduled.

B. DANIEL SLEMKO - Local 362, Calgary, Alberta, Canada

In past issues of the *Teamster* magazine, we informed you that Local 362 member Daniel Slemko allegedly engaged in a scheme to collect from another member eight 1996 IBT Rerun Election ballots which he mailed to be counted by the Election Office after personally marking three blank ballots. Acting General President Sever notified the IRB that he filed the charge. The IBT referred the charge to Joint Council 90 which scheduled a hearing for August 19, 1999. Counsel to Slemko filed a statement of claim in the Canadian court to attempt to obtain an injunction preventing Joint Council 90 from proceeding with its hearing.

On September 14, 1999, the U.S. Attorney for the Southern District of New York served notice on council for Slemko that he would ask the District Court for an order enjoining Slemko from prosecuting the action in any court or forum other than the Southern District of New York. On October 5, 1999, the U.S. Attorney responded to counsel's letter of October 4, 1999, by submitting the matter to Judge Edelstein. On October 14, 1999, Judge Edelstein issued an order enjoining Slemko from prosecuting the Canadian action and directing him to withdraw the Slemko action within ten days. On October 18, 1999, counsel for Slemko notified Judge Edelstein that they were taking steps to make arrangements to hold a hearing before the Alberta Courts to determine this issue.

C. LOCAL 531 - Yonkers, New York

In the last issue of the *Teamster* magazine, we informed you that the IRB recommended that General President Hoffa place Local 531 in trusteeship because the financial conditions of the Local and three of its affiliated benefit funds have been deteriorating and pose inordinate risks to the members. In addition, the Local allegedly entered into at least five sham collective bargaining agreements designed to provide company owners or their spouses with health insurance although such individuals did not perform bargaining unit work. Also, the Local allegedly regularly failed to obtain a quorum of fifteen members at membership meetings, used an ineligible person on the board and had a suspicious practice of not keeping minutes of meetings. Finally, the President and Secretary-Treasurer allegedly failed to cooperate with the IRB by attempting to conceal that an unlicensed driver used a Local-owned car, exposing the Local to substantial uninsured risks. On October 7, 1999, Mr. Hoffa informed the IRB and officers and members of Local 531 that he put the Local in trusteeship and named Val Fiorillo as Temporary Trustee.

D. JOSEPH C. MULE - Local 813, New York, New York

In past issues of the *Teamster* magazine, we informed you that Local 813 former member Joseph C. Mule allegedly brought reproach upon the IBT by maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. Trustee Eugene Maney filed the charges and Mr. Hoffa was in the process of appointing an Article XIX hearing panel.

E. MICHAEL A. MIRABELLO, MICHAEL GENEROSO, JR., AND VINCENT GENEROSO - Local 813, New York, New York

In past issues of the *Teamster* magazine, we informed you that Local 813 former member Michael A. Mirabello allegedly brought reproach upon the IBT by maintaining a sham membership in the IBT while he was an employer ineligible for membership in the union. We also informed you that former members Michael Generoso, Jr. and Vincent Generoso allegedly brought reproach upon the IBT by maintaining a sham membership in the IBT while not working for the employer listed on the Local 813 records.

Trustee Eugene Maney filed the charges and Mr. Hoffa was in the process of appointing an Article XIX hearing panel.

F. EDWARD J. MIRELES AND PAUL J. ROA - Local 952, Orange, California

In past issues of the *Teamster* magazine, we reported that Local 952 Secretary-Treasurer Edward J. Mireles and Business Agent Paul J. Roa allegedly required business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election. The Report alleged that Mireles testified falsely concerning the Local's practice of requiring a business agent to miss a monthly dues payment and in encouraging the Local officers and employees to lie to the IRB. As to Roa, the Report alleged that he brought reproach upon the IBT by requiring business agents to fail to make a month's dues payment in a timely manner, thereby making them ineligible to run for office in a Local Union officer election.

Charges were filed against Mireles and Roa, and hearings by a panel appointed by Acting General President Sever were completed on May 13, 1999. Panel recommendations on Roa were submitted to the General President and on Mireles they were submitted to the General Executive Board. Decisions by the General President and by the General Executive Board were issued on July 30, 1999. Counsel for Mireles submitted to the IRB an appeal and a supplemental appeal of the General Executive Board's decision which are under review by the IRB.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001

THE RIP-OFF REPORT

HAMILTON IN THE DOCK

William Hamilton, the former Teamster Government Affairs Director, began standing trial in a New York City federal courtroom October 22.

Hamilton is on trial for his role in the scheme that funneled Teamsters dues money into the coffers of various organizations in exchange for money being donated to Ron Carey's reelection campaign. Carey has since been barred from the Teamsters, and his consultants Martin Davis, Michael Ansara and Jere Nash entered guilty pleas for their roles in the scheme.

Judge Thomas Griesa explained that the trial involved serious accusations against groups including Citizen Action, the National Council of Senior Citizens and the Democratic National Committee. He instructed jurors to leave political allegiances aside when considering the case.

While Hamilton maintains he was a victim of the Carey campaign, prosecutor Robert Rice asserts that Hamilton was part of a tangled web of backdoor money swapping.

"The scheme can be best described as a swap scheme, a quid pro quo, a you'll scratch my back, I'll scratch yours," said Rice in opening arguments.

Complete coverage of the Hamilton's trial for embezzling union funds, conspiracy, fraud and perjury will appear in the next issue of the Teamster.

Going after the Money

LAWUIT SEEKS TO RECOVER MEMBER MONEY

In an attempt to recover money lost during the Carey administration dues-swap scandal, the Teamsters filed a civil lawsuit against the National Union Fire Insurance Company.

The insurance company sold a Fidelity Bond Policy to the Teamsters that insured losses "resulting directly from one or more fraudulent or dis-

honest acts committed by an employee, acting alone or in collusion with others."

The lawsuit contends that then-General President Ron Carey and then-Government Affairs Director Bill Hamilton defrauded the union of general fund monies. Additionally, the Teamsters are seeking compensation for

Anatomy of a Scandal

In 1996, Teamsters President Ron Carey and his administration illegally funneled members' dues money to his campaign coffers to win re-election.

Late in the 1996 campaign, Carey's political operatives realized their only hope of winning the election was to engage in a massive direct mail campaign. Court-testimony revealed that the Carey campaign attempted to raise funds legally for the mailings, but failed. The operatives then hatched various swap schemes to union funnel money to the campaign.

More than \$885,000 of Teamsters dues money was given to various organizations in return for more than \$395,000 in kickbacks. These illegal contributions were used to pay for more than one million pieces of direct mail sent to targeted Teamster voters.

A federal judge determined that Carey's narrow victory in 1996 over James P. Hoffa was directly attributable to the illegally funded direct mail campaign. He then barred Carey from the union and ordered a rerun of the 1996 election. Additionally, five people have plead guilty for their role in the scheme.

the cost of the 1998 rerun election.

"We will not stand idly by and watch members' money be mis-spent and misappropriated," said General President James P. Hoffa. "This is just one step in holding individuals and organizations responsible for the abuse of members' dues."

Continued from inside front cover

California due entirely to the union's excellent medical benefits. Almost all his expenses were covered. And all that were covered were paid in a timely manner so our credit never suffered during this time.

He was off work for over a year and his job was there for him when he returned — thanks to the Teamster contract.

We owe a debt of gratitude to all the Teamster Brothers who paved the way for the benefits that were there when we needed them. We are grateful for the sacrifices made by the individual union members during negotiations and also to union leadership for organization of the union itself.

*Capi Sommer
Local Union 87
Bakersfield, California*

Where's Our Money?

I read the article "Missing Funds" in the July/August issue. I would like to know how \$700 million can disappear when us retirees cannot get a cost of living raise on our retirement? I have had one raise in 11 years of only \$14.00!

*Melvin H. Hiatt (retired)
Local Union 631
Las Vegas, Nevada*

Move On and Build the Union

I have been in the Teamsters for 25 years and am proud of it. I have been a shop steward and witnessed firsthand how our union stands behind its people. The wages health benefits, and our pension are there only because the union has won good contracts for us year after year.

The one thing that bothers me about our union is, in reading the Teamster year after year, I have grown to distrust our leaders. Someone is always accusing someone else of wrongdoing. Each new leader says the same thing (i.e. they are going to pull us out of the mess the last leader left us in). Is this really the case or is this just an easy way to run for office — making someone else look bad?

If one man can put this great union in such disarray, then we need to change the way decisions are made at the top.

*Greg Lack
Local Union 517
Fresno, California*

America's Future Starts Today

During our lifetimes, we are presented with innumerable opportunities to change our country for the better. We have the power, the duty, and the right to vote. It is only by our voting that we can elect people to office who can represent us and bring new and creative ideas to our attention. By voting, we can express our desires and opinions to the politicians who run our country.

However, our service to America requires more of us than simply voting, it requires us to actively participate in our government. We need to become more involved in community, state, and federal affairs. By becoming involved, we have the opportunity to improve our lives and the lives of fellow Americans. We can mold and shape the flow of our country's energies and resources. With our support, we can work hand-in-hand with our elected leaders to propel America far into the future.

*Joseph Stark
Local Union 769
Vero Beach, Florida*

We Means Us

I was thrilled to read about the new anti-corruption plan. I'm sick and tired of seeing Teamsters portrayed as crooks and gangsters. When I look at my local, I see hard-working people who care about their families and their communities. Maybe this plan will help show the world that the active Teamsters members are really the unsung heroes who fight for the American dream.

I'm sure there are going to be those cynics out there who are going to say its all window dressing. If they're

Teamster members, I challenge them to stand up to their own cynicism and stand up for the Teamsters.

Remember, "we" means me, you and every other Teamster out there. WE will run a clean union.

*Steve Condiotty
Local Union 763
Bellevue, Washington*

Stop Contracting Out

How about some help at Praxair in Hatfield, Pennsylvania. We had our barn reduced from 45 drivers to 22 in the last year. Non-union drivers from our sister plant in Stockertown, Pennsylvania are coming into our plant and picking up our product every day. Our drivers sit home while these non-union drivers do our work.

Our contract expires at the end of this year and we are going to need all the help we can get. We would like to get a five-year contract with job security just like the contracts at our Connecticut and Buffalo plants.

*Jim McLaughlin
Local Union 107
Philadelphia, Pennsylvania
via email*

A Gala Victory

After years of setbacks and harassment, we've finally won at Stemilt. I want to savor the victory, but also know that there is plenty of work still to come.

With all that has happened, I hope that [Stemilt's owners] will accept our decision that we need and want a union. It is not an insult to them, but as a part of doing business. They sign contracts with trucking companies, with construction companies and other businesses all the time. Why are they so against signing a contract with their workers?

Over the past three years, we've stood up for ourselves. Now I hope Stemilt will stand up and keep its word to bargain in good faith.

*Chuck Dorn
Local Union 760
Wenatchee, Washington*

Seasons Greetings *from the* General Executive Board

We on the General Executive Board
wish the season's good will to all of our
members.

It is our most fervent hope that all of
our members celebrate the season
they share in the bounty that being a
Teamster affords each one of us.

It is also our wish that we always
remember those of our brothers and sis-
ters in need. So, as we celebrate we
also commit to reaching out and build-
ing a community.

For the New Year, we hope we can keep
the spirit of the season alive with us
every day. So, that as we struggle
throughout the New Year, we remem-
ber what we have to share and remain
dedicated to that service.

